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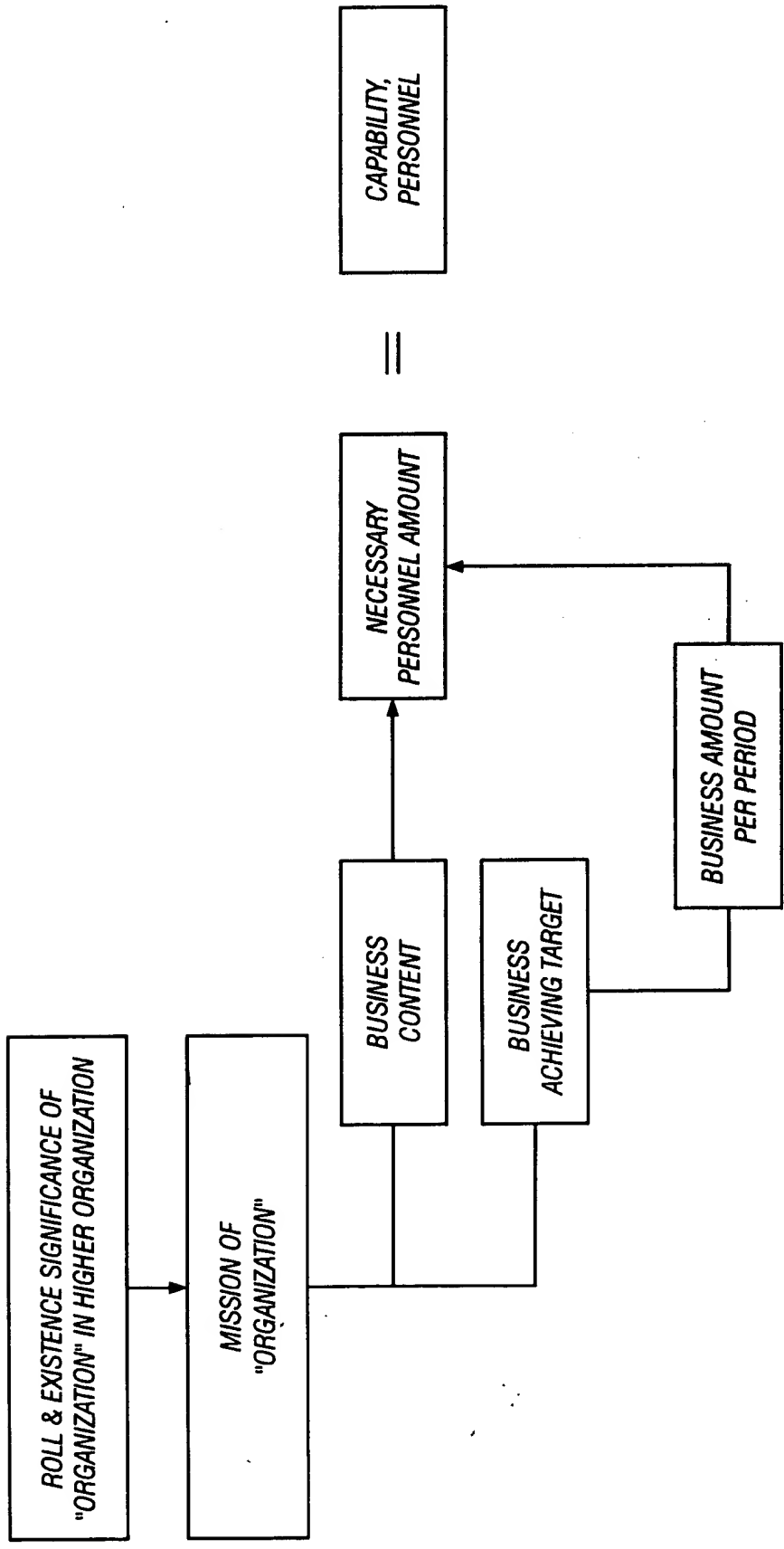


FIG. 1

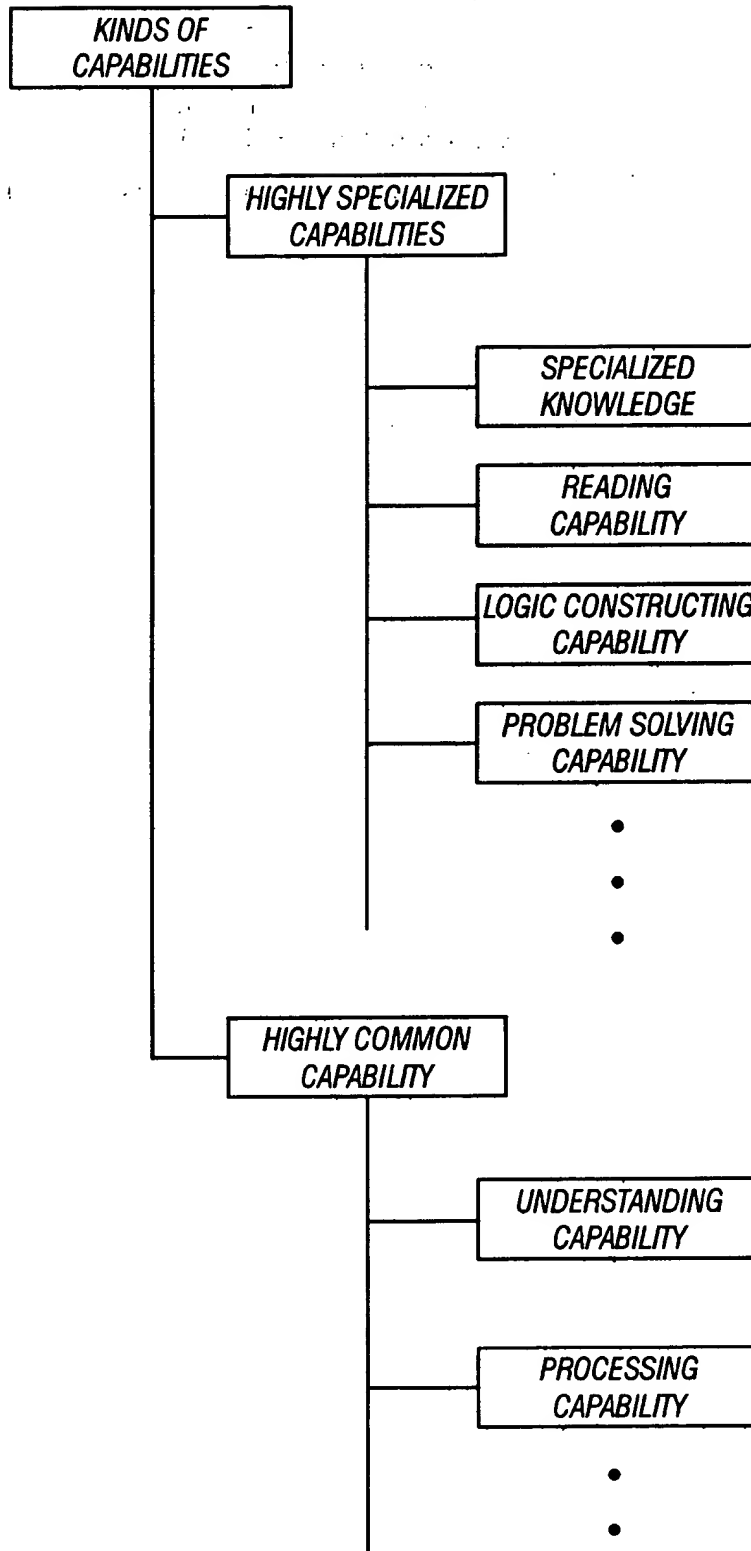
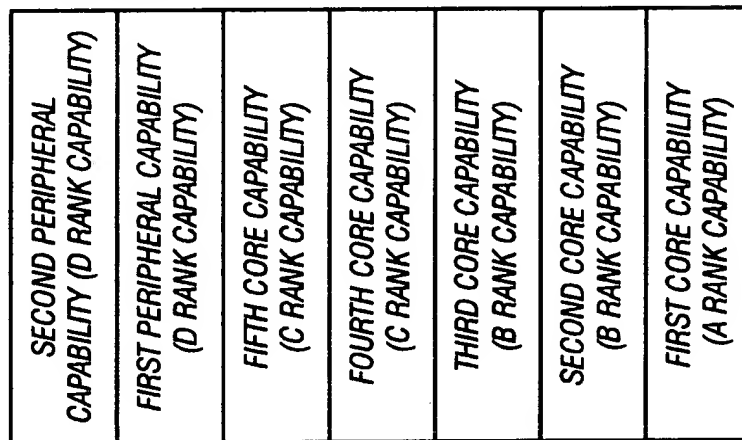


FIG. 2

NECESSARY PERSONNEL NUMBER

(1)

NECESSARY PERSONNEL AMOUNT AS ORGANIZATION

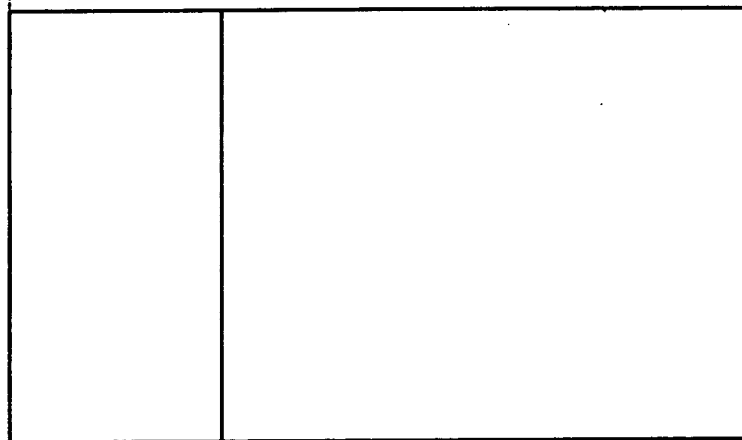


NECESSARY CAPABILITY (EVALUATION)
 AXIS AS "ORGANIZATION")

NECESSARY PERSONNEL NUMBER

(2)

NECESSARY BUSINESS AMOUNT AS ORGANIZATION



QUALITY OF BUSINESS

FIG. 3



FIG. 4



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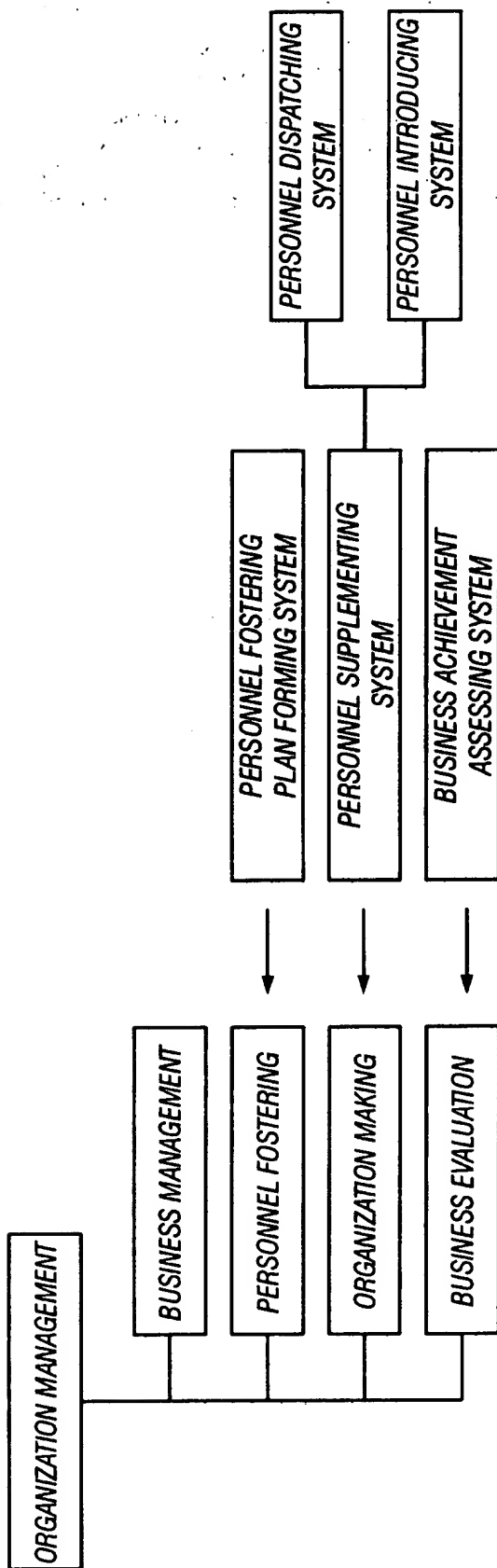


FIG. 5

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graph TD; A[EXISTING PERSONNEL] --> B[GENERAL SUPPORT OF PERSONNEL FOSTERING<br/>• EXISTING PERSONNEL DIAGNOSIS<br/>• FOSTERING POLICY PROPOSAL]; B --> C[PERSONNEL FOSTERING PLAN FORMING SYSTEM];
```

The flowchart illustrates the process of forming a personnel fostering plan. It begins with a box labeled **EXISTING PERSONNEL** at the bottom. An arrow points from this box to a central box labeled **GENERAL SUPPORT OF PERSONNEL FOSTERING**. This central box contains two bullet points: *EXISTING PERSONNEL DIAGNOSIS* and *FOSTERING POLICY PROPOSAL*. From the central box, an arrow points to the top box, labeled **PERSONNEL FOSTERING PLAN FORMING SYSTEM**.

FIG. 6

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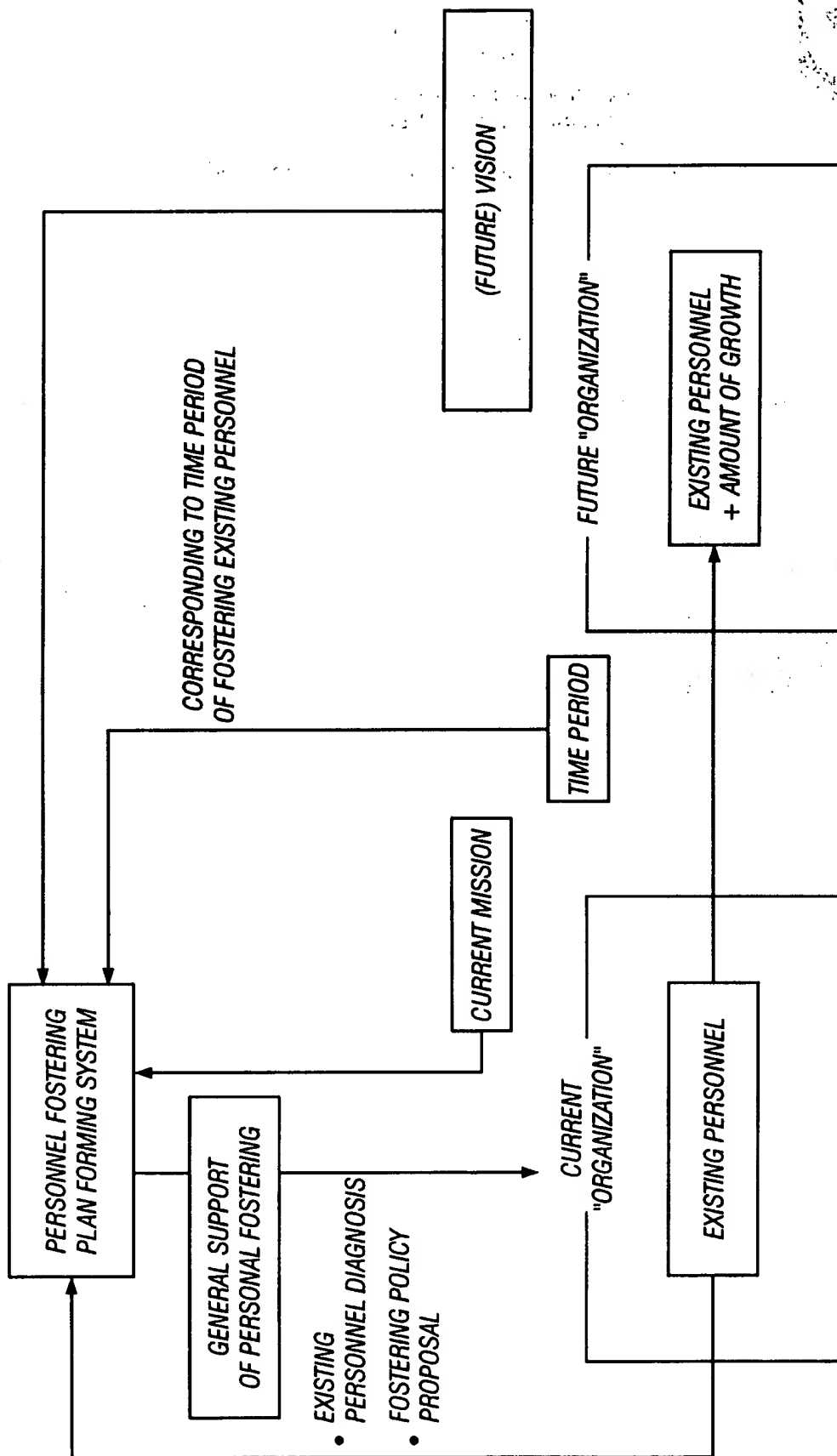


FIG. 7

56.1927.

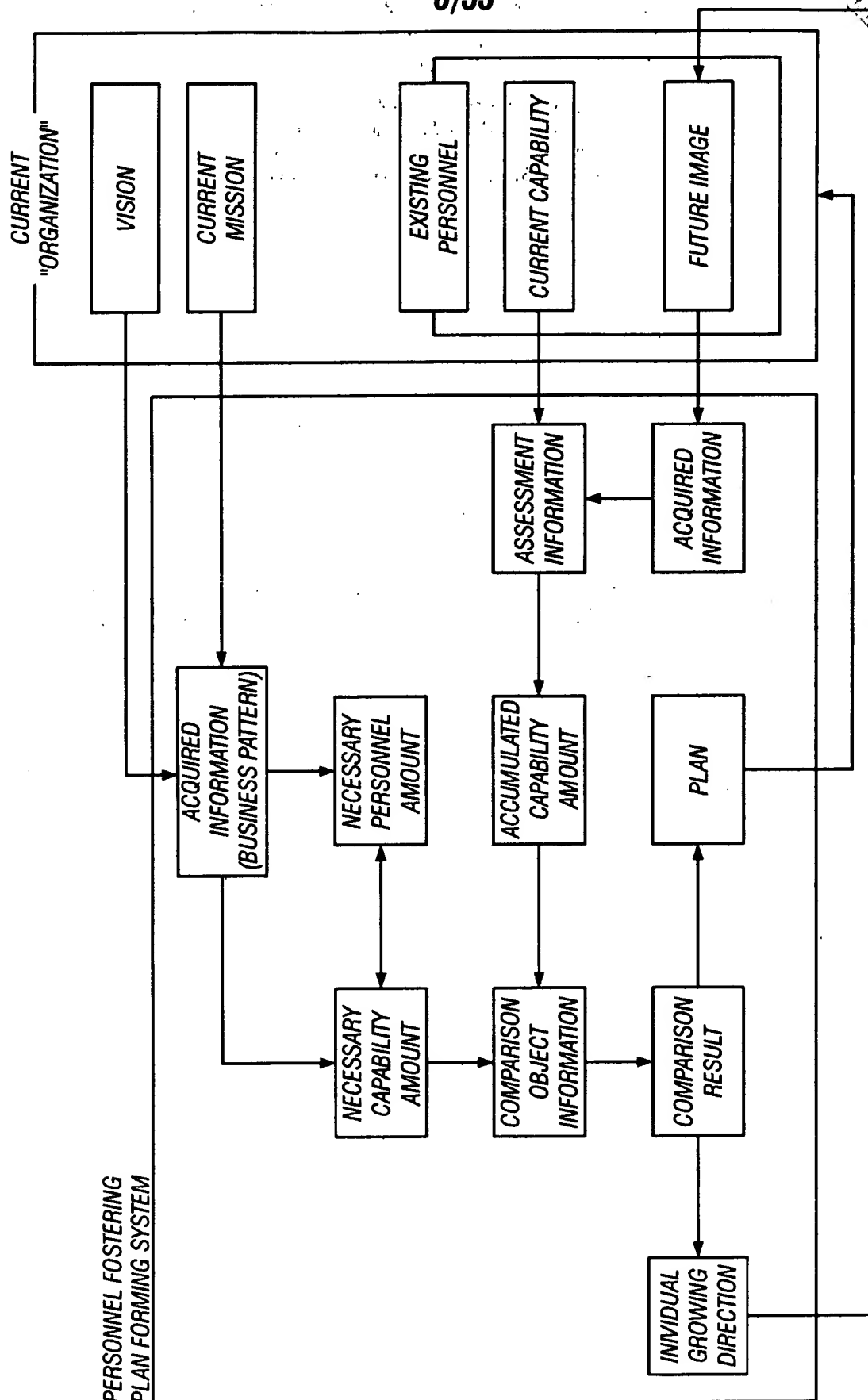


FIG. 8

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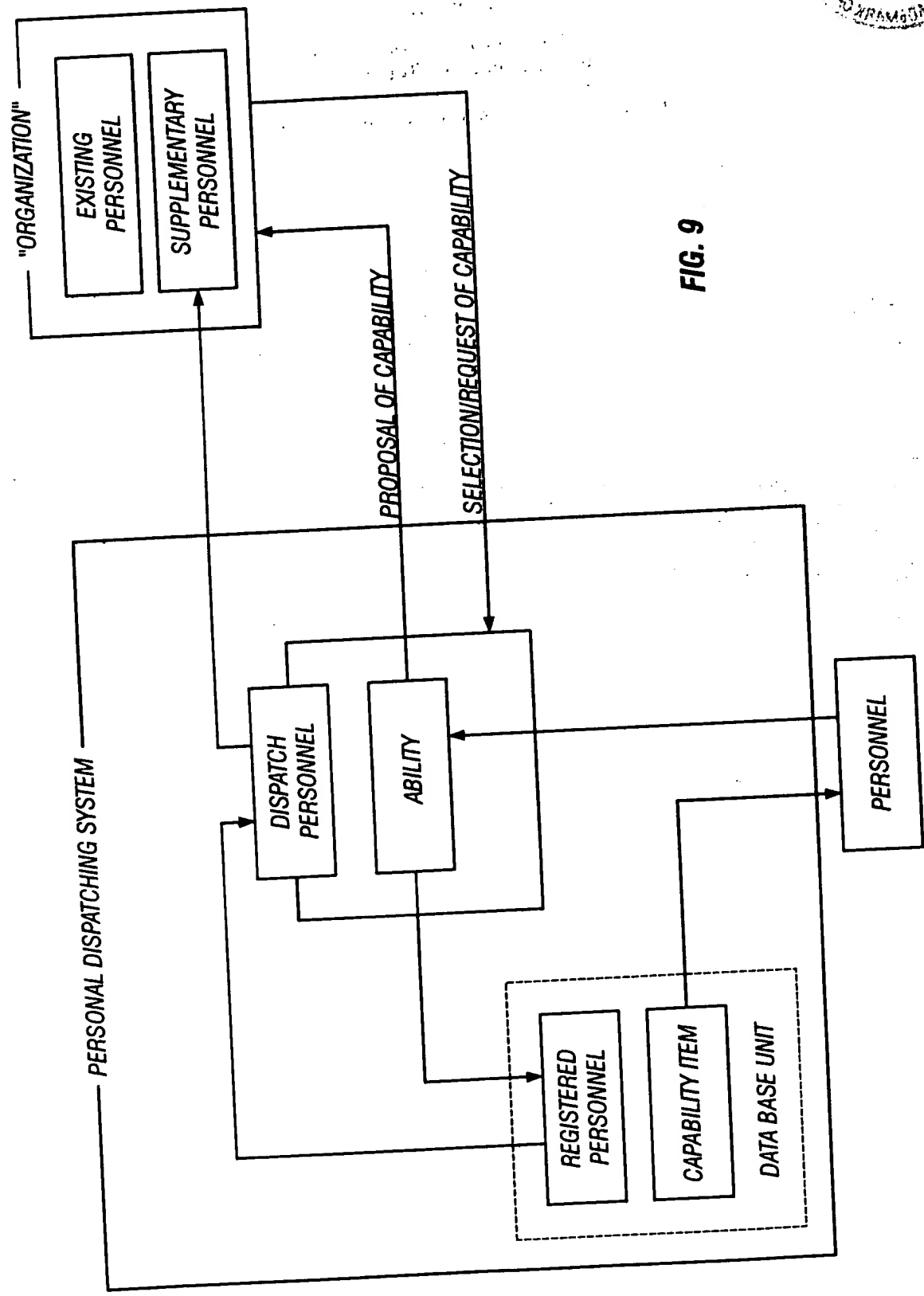


FIG. 9

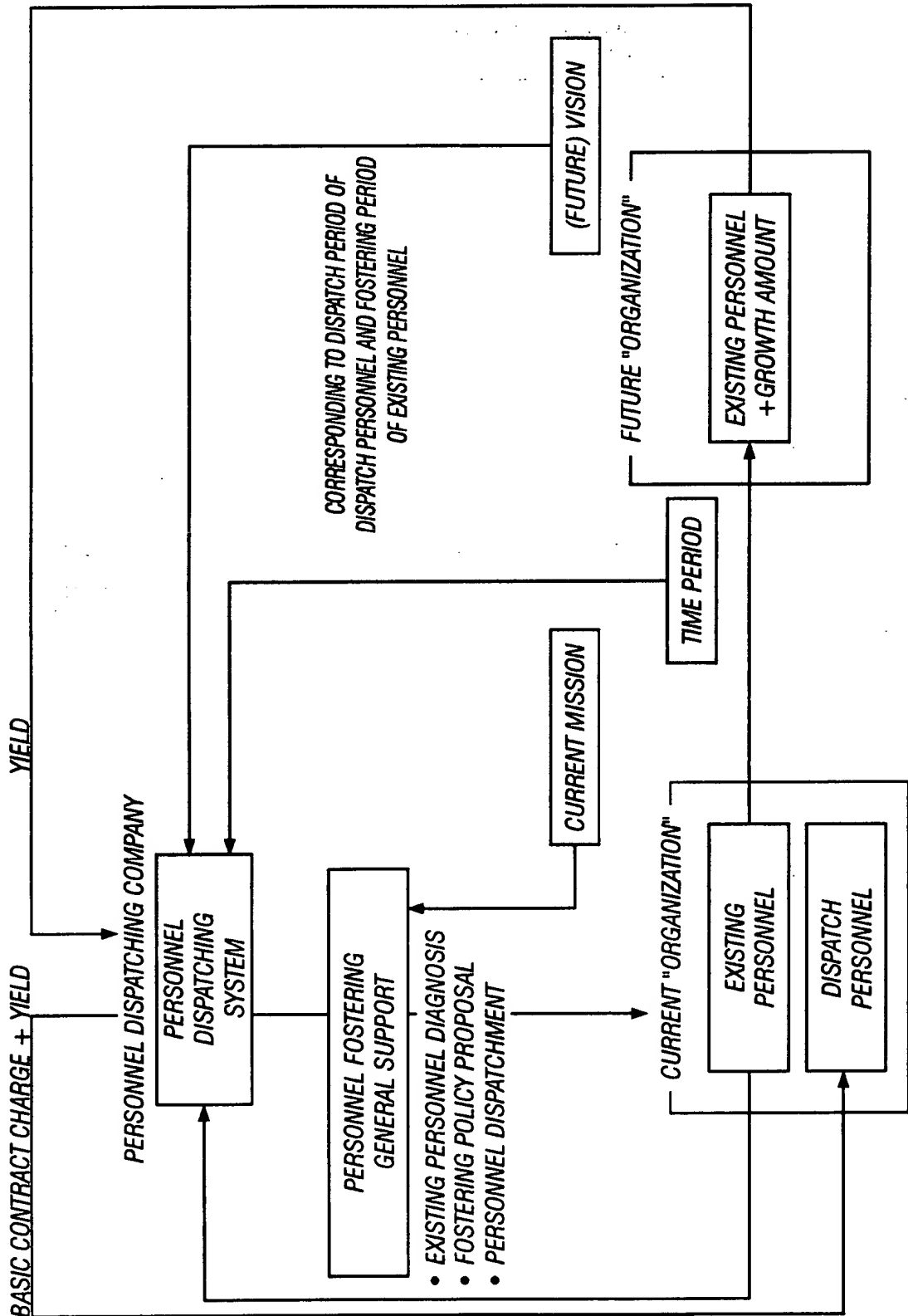


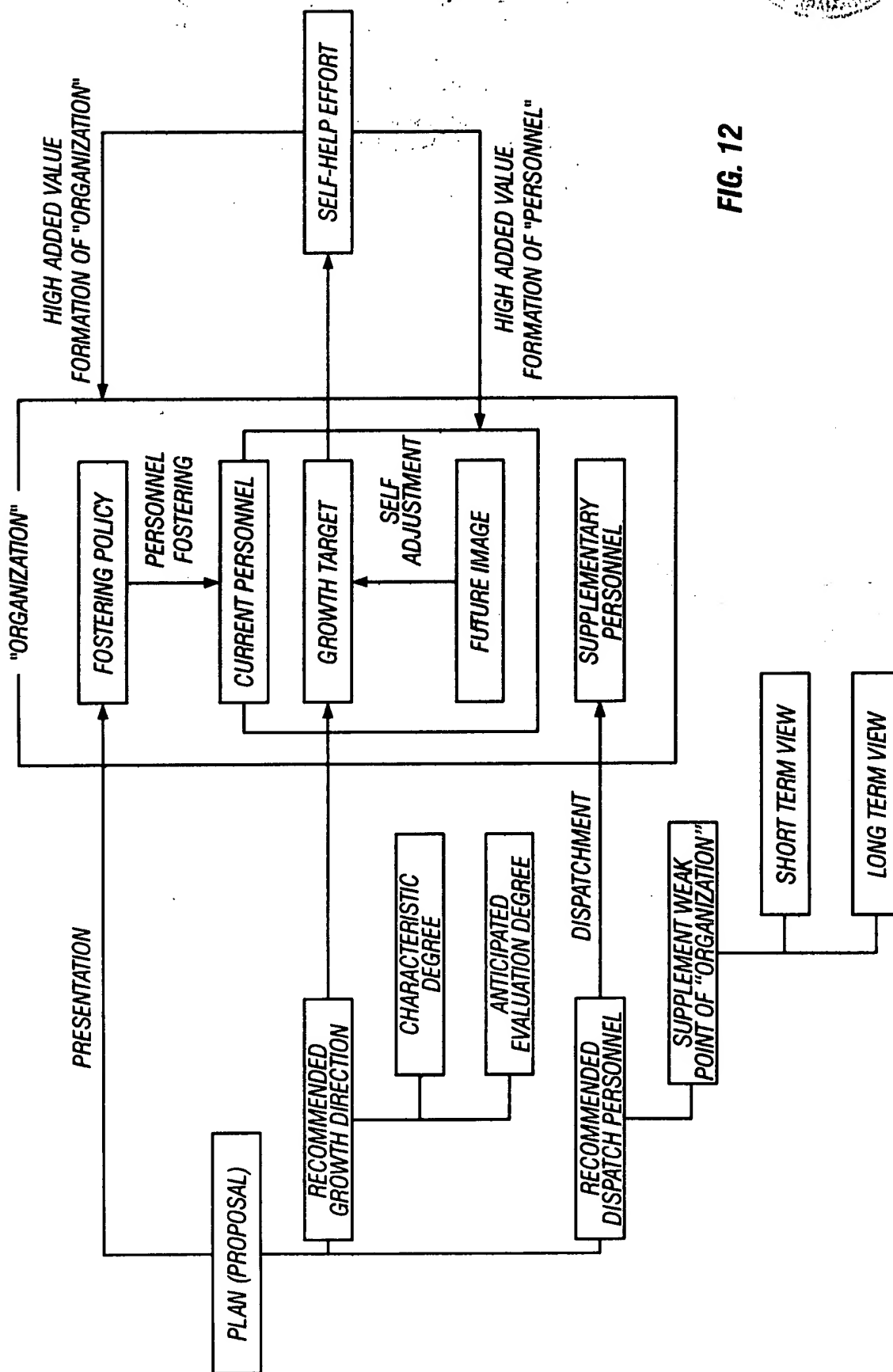
FIG. 10

11



FIG. 11

10 i. 1.



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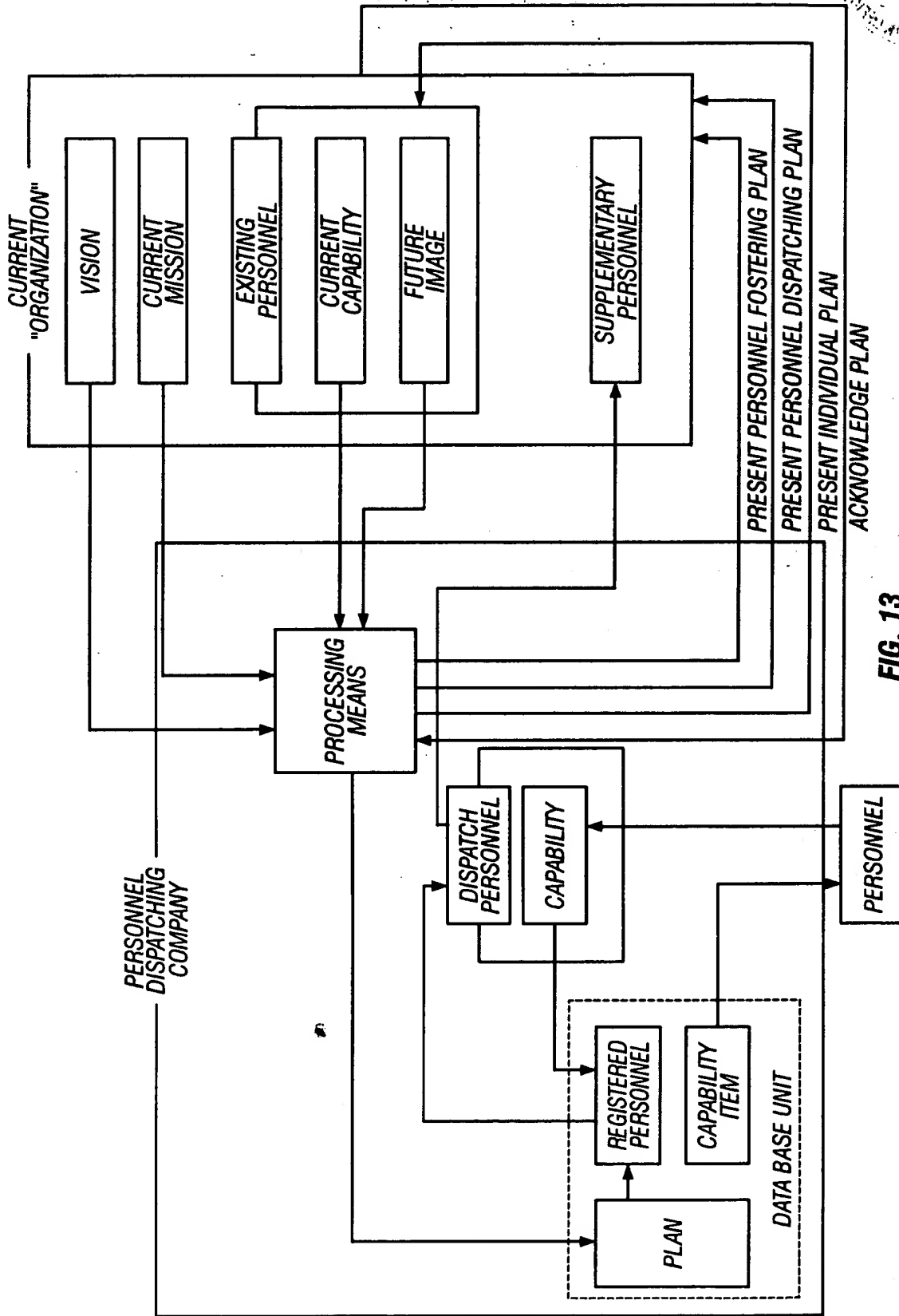


FIG. 13

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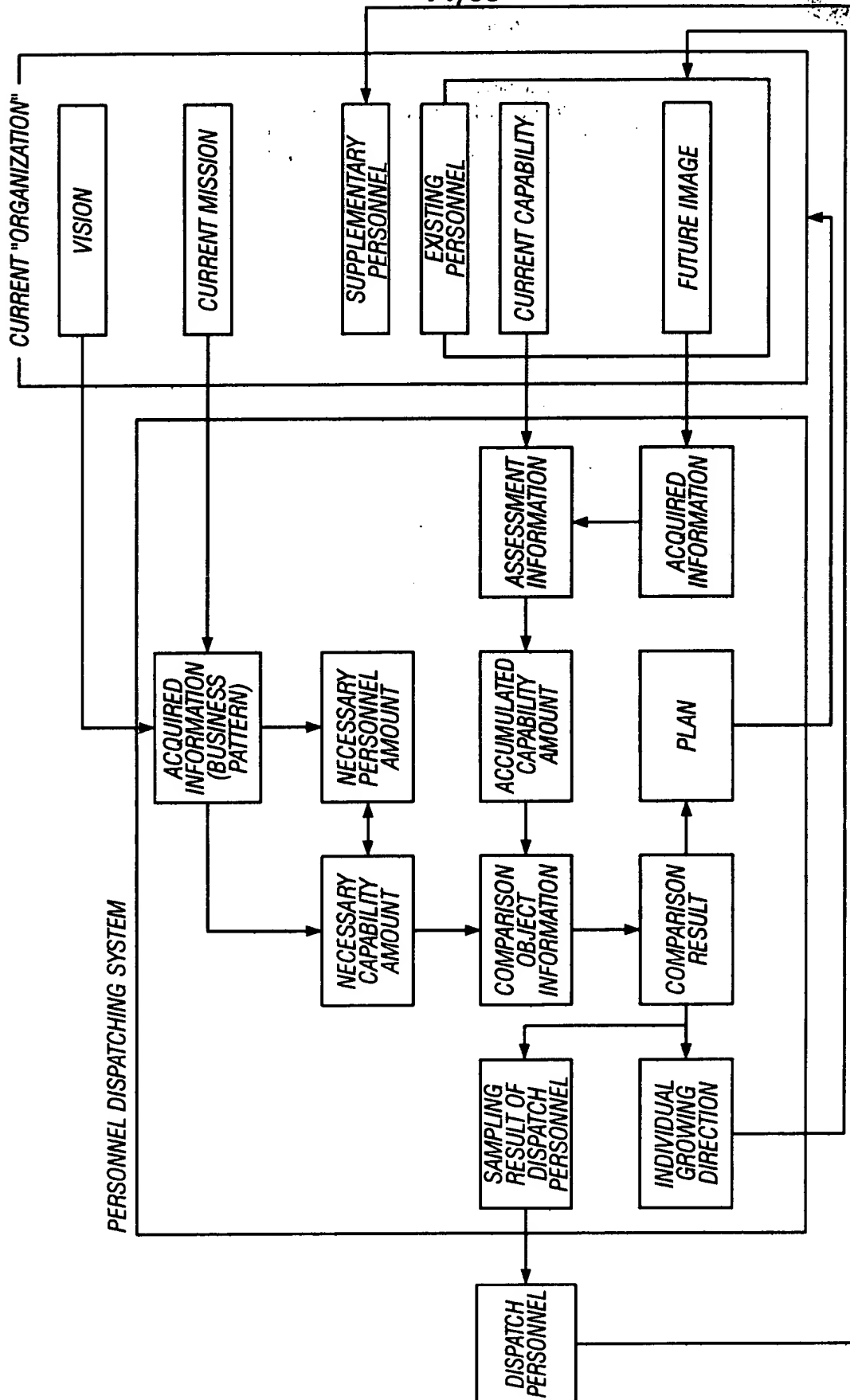


FIG. 14



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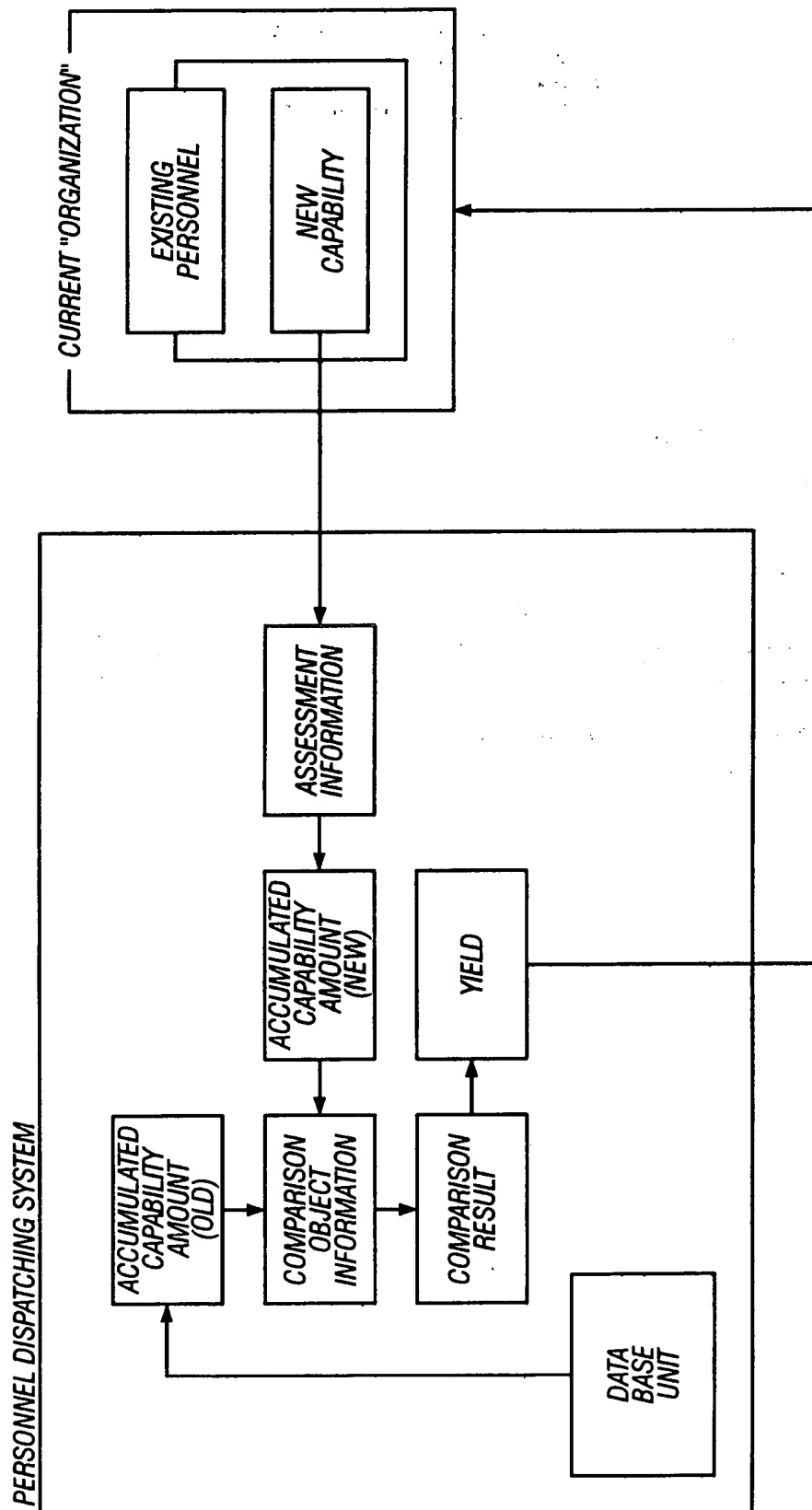


FIG. 15

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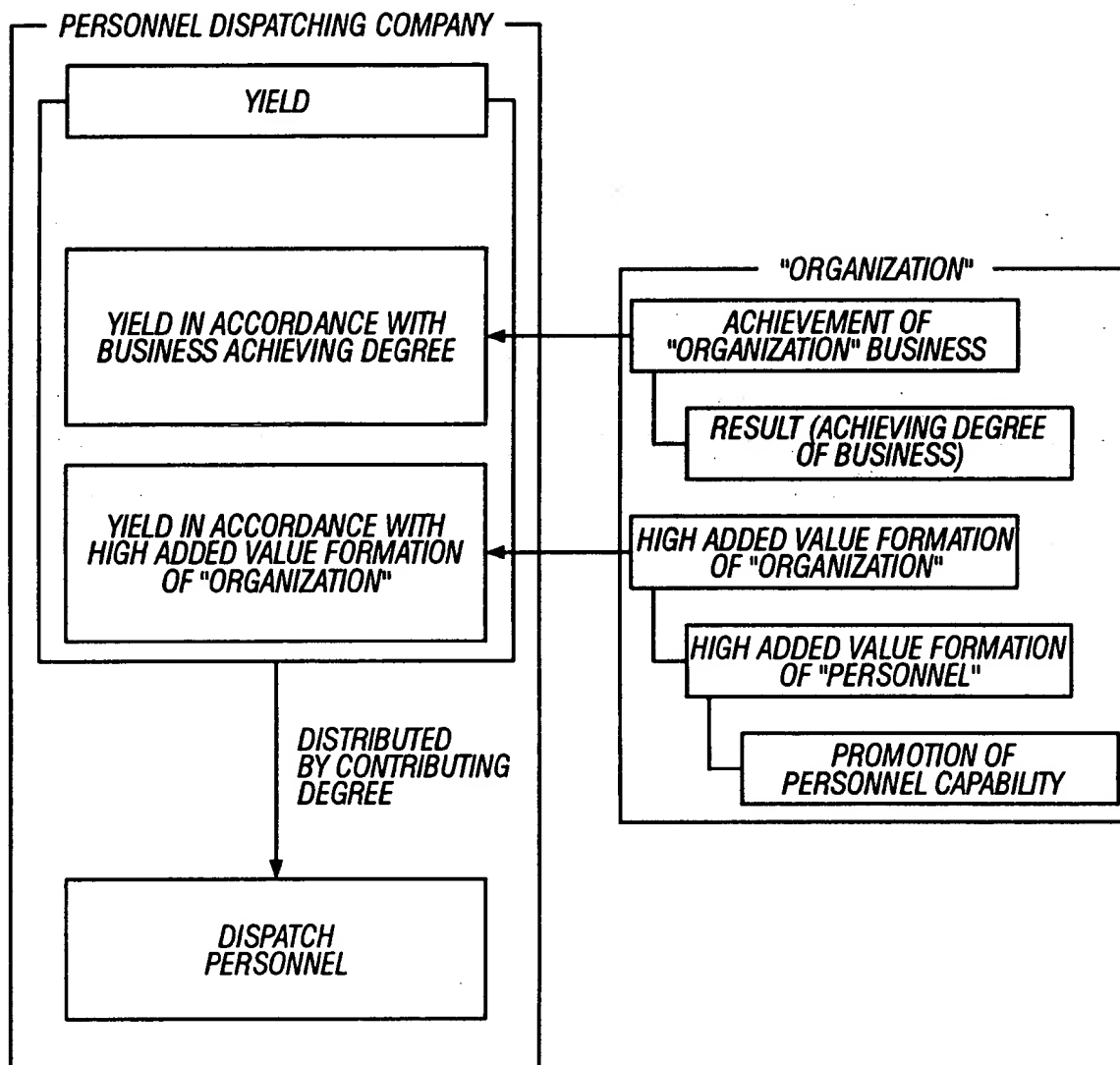
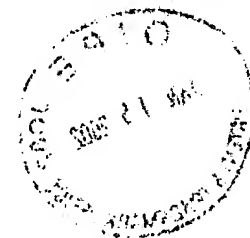


FIG. 16



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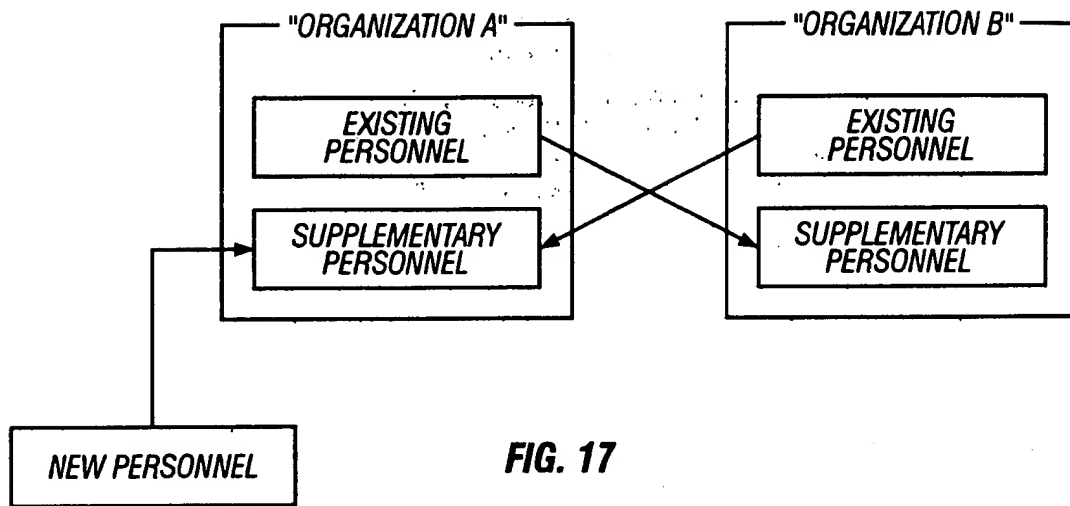


FIG. 17

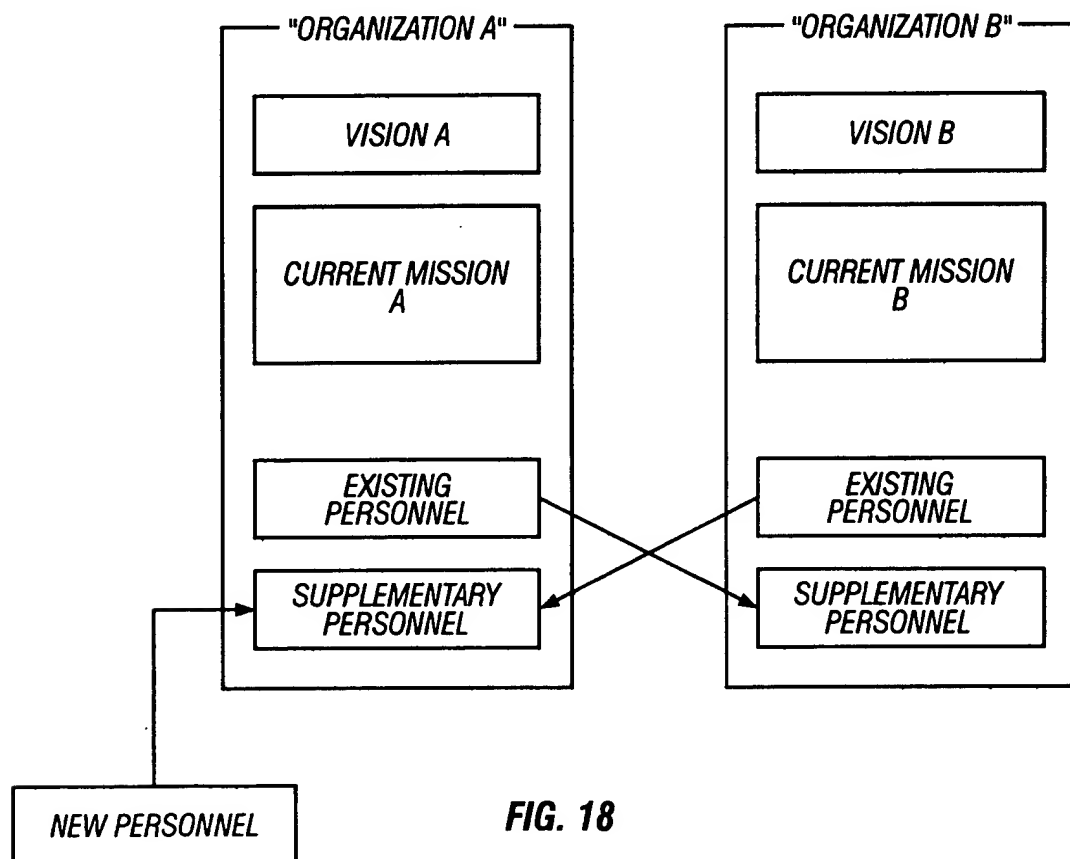


FIG. 18

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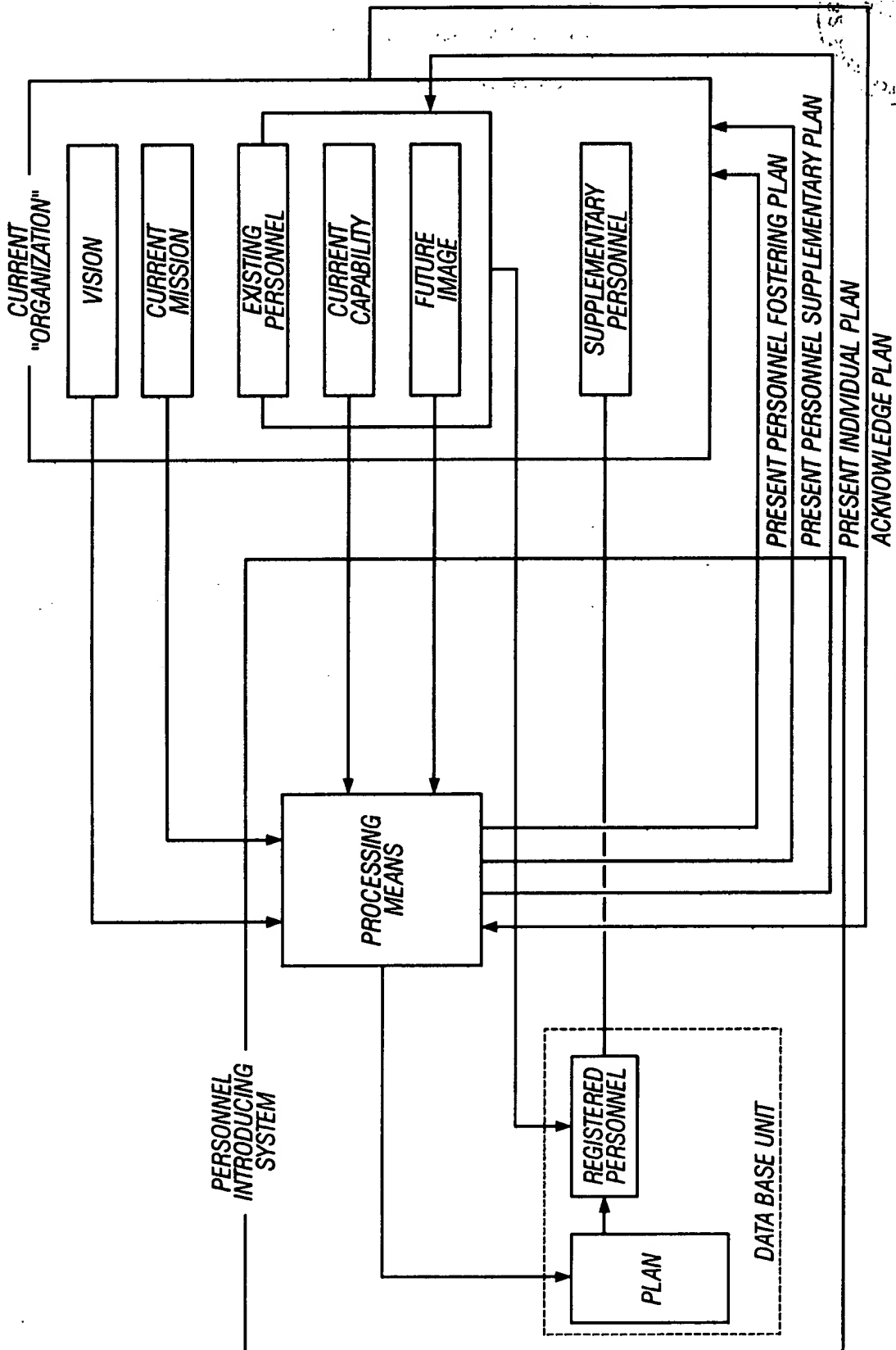


FIG. 19

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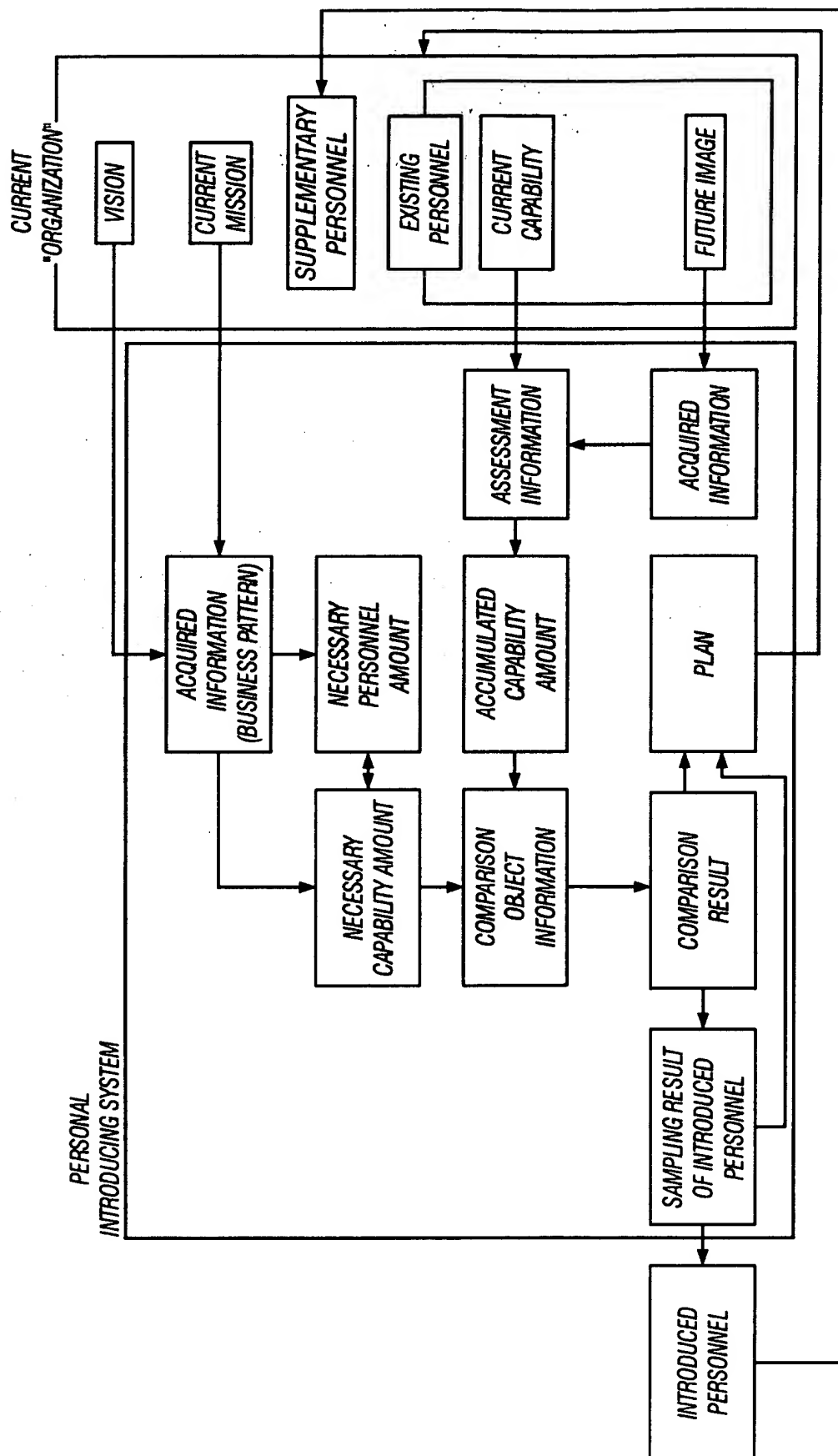


FIG. 20

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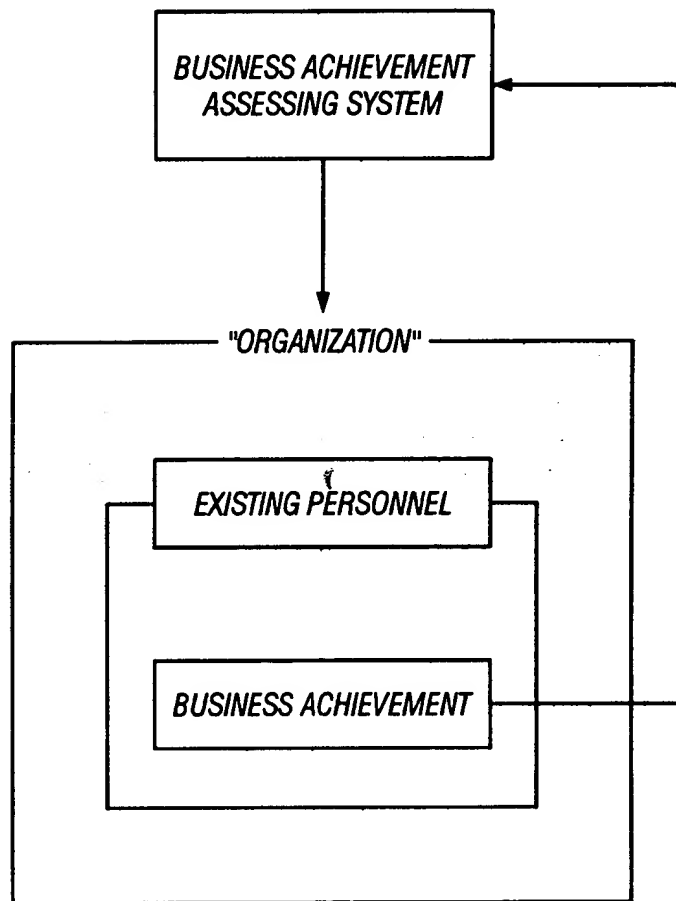


FIG. 21

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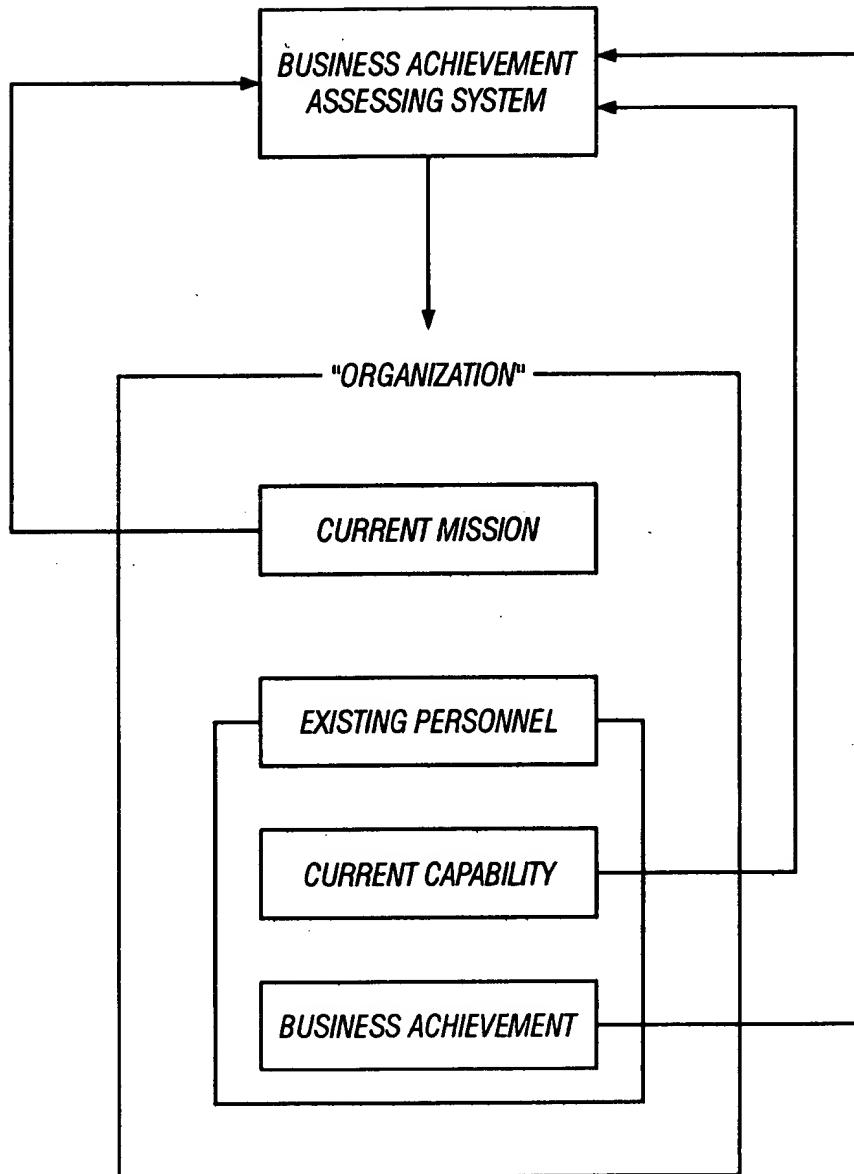
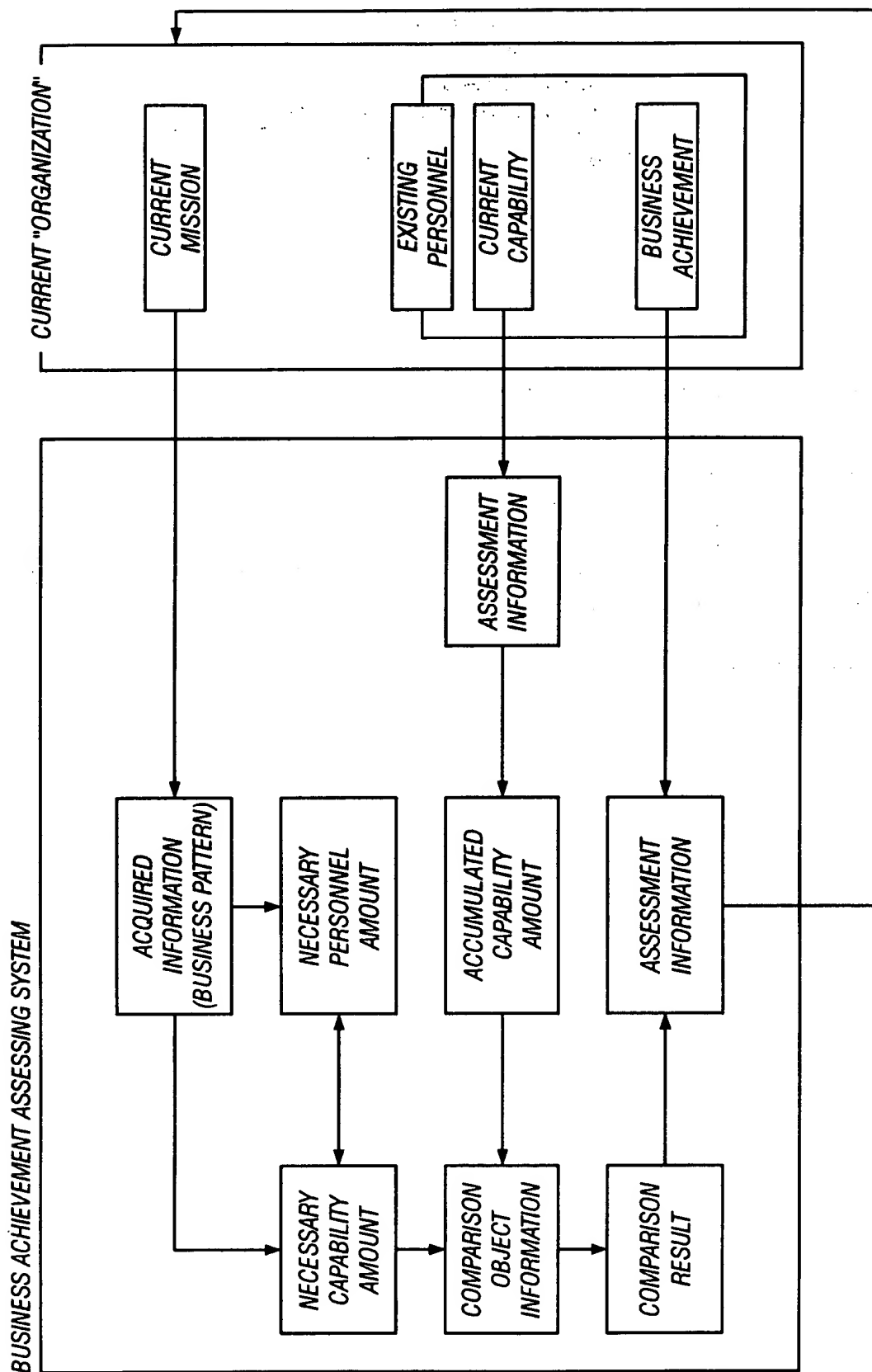


FIG. 22

THE UNIVERSITY OF MICHIGAN



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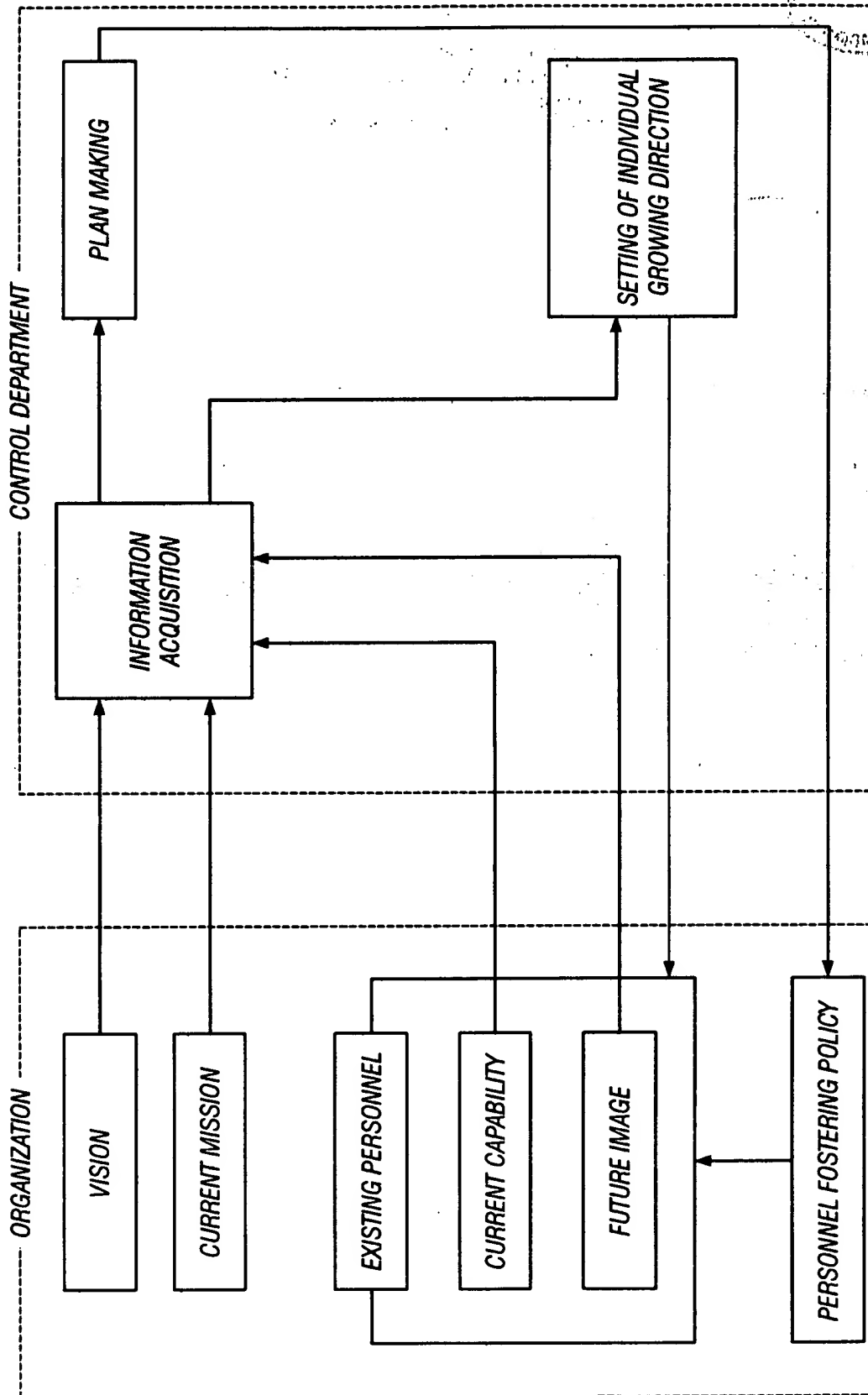


FIG. 24



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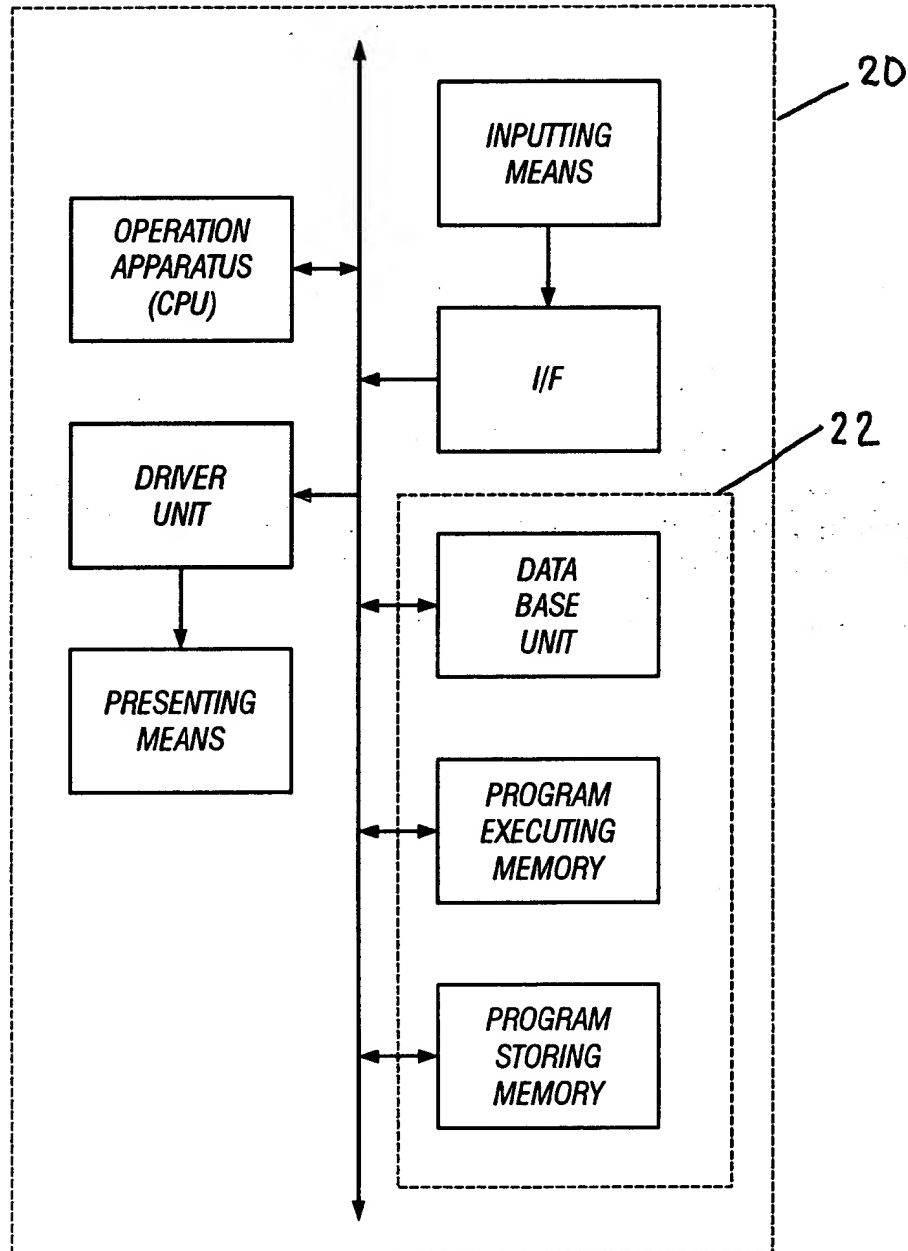


FIG. 25

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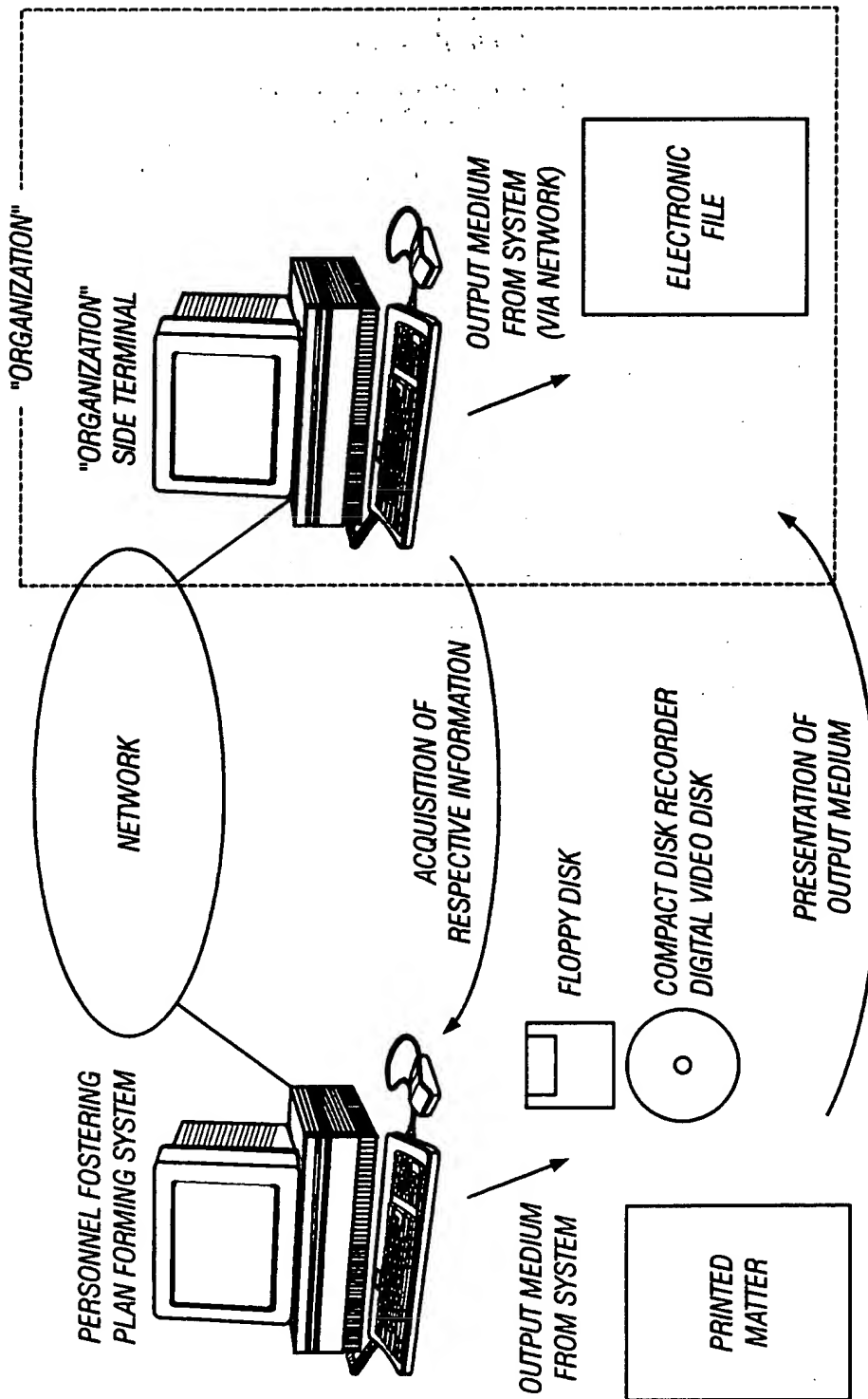


FIG. 26

DATA BASE UNIT

"VISION" DATA
"MISSION" DATA
NECESSARY PERSONNEL AMOUNT DATA
NECESSARY CAPABILITY AMOUNT DATA
CAPABILITY DATA OF PERSONNEL
ACCUMULATED CAPABILITY AMOUNT DATA OF ORGANIZATION
EXCESS OR DEFICIENCY DEGREE DATA OF CAPABILITY IN "ORGANIZATION"
STRONG POINT/WEAK POINT DATA OF PERSONNEL FOR "ORGANIZATION"
INDIVIDUAL GROWING DIRECTION DATA
MISSION/VISION DETERMINING TABLE
BUSINESS PATTERN CONVERSION TABLE
REPORT TEMPLATE
ASSESSMENT DATA TABLE
CAPABILITY AMOUNT DETERMINATION TABLE

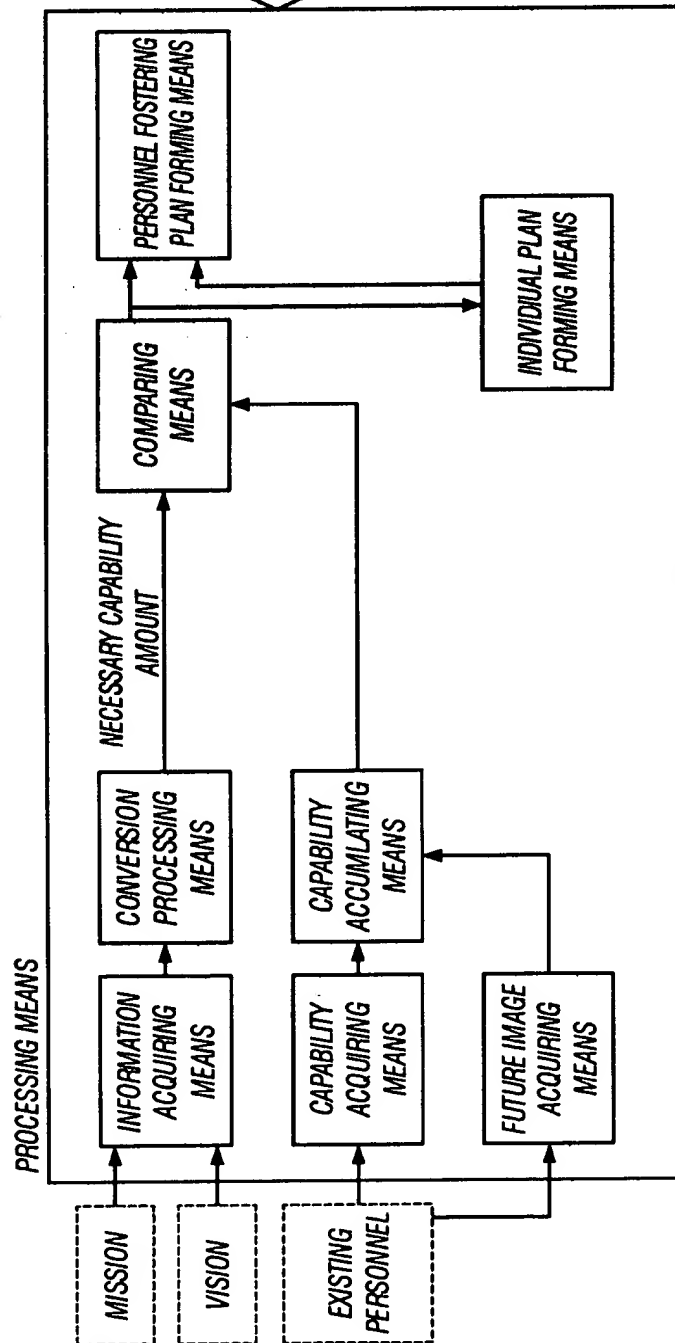


FIG. 27

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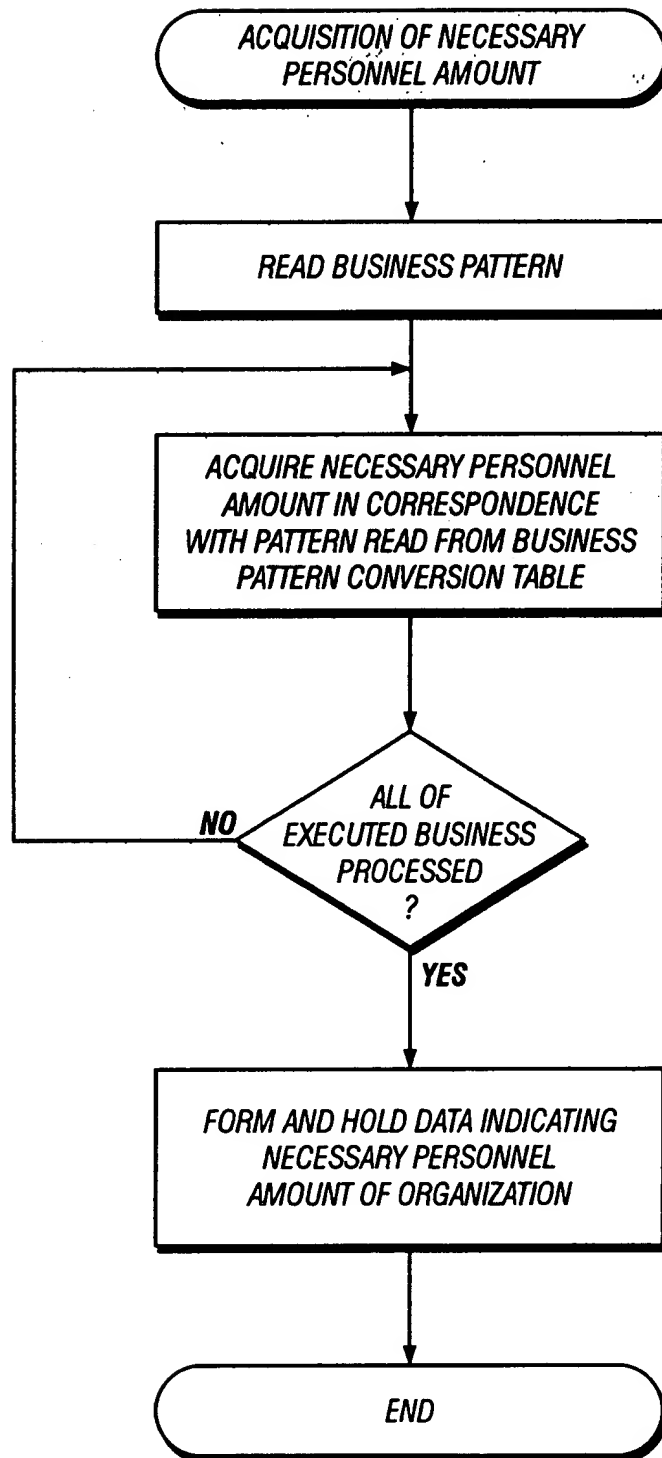


FIG. 28

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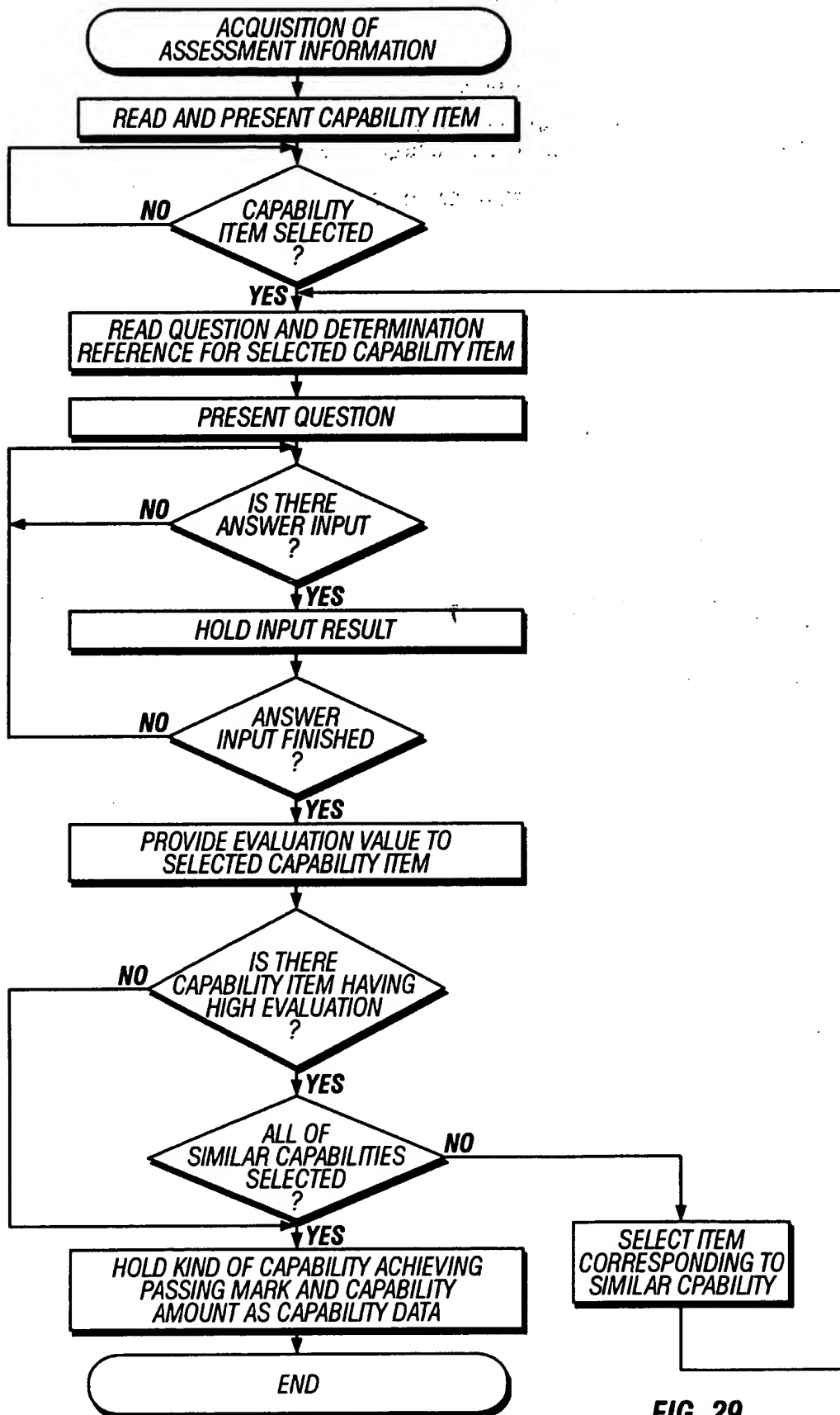


FIG. 29

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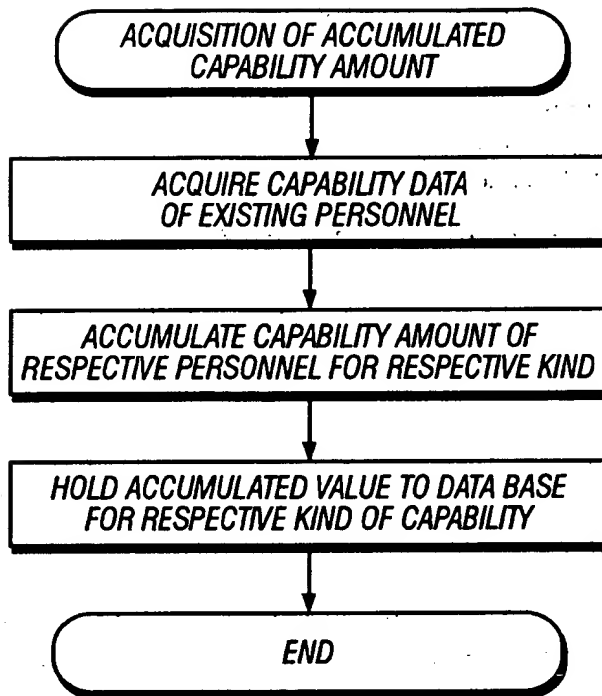


FIG. 30

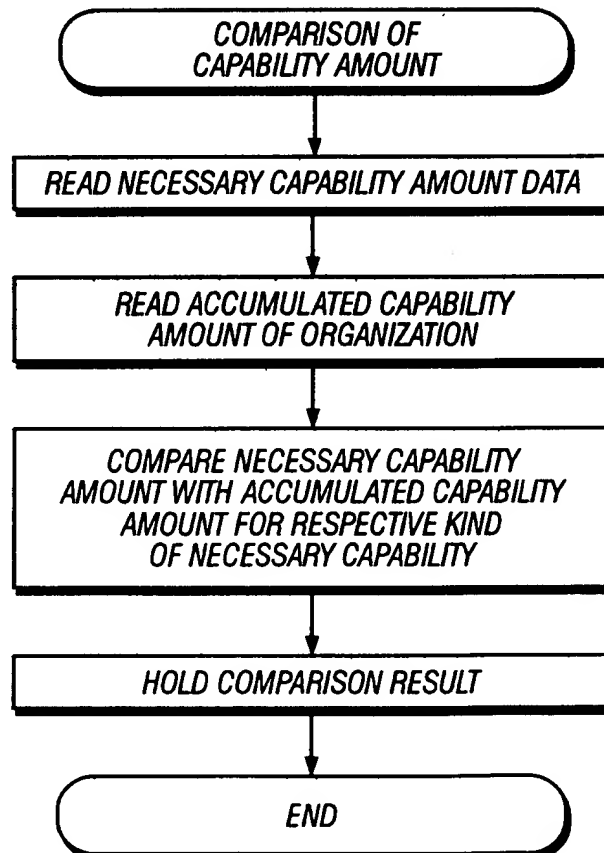


FIG. 31

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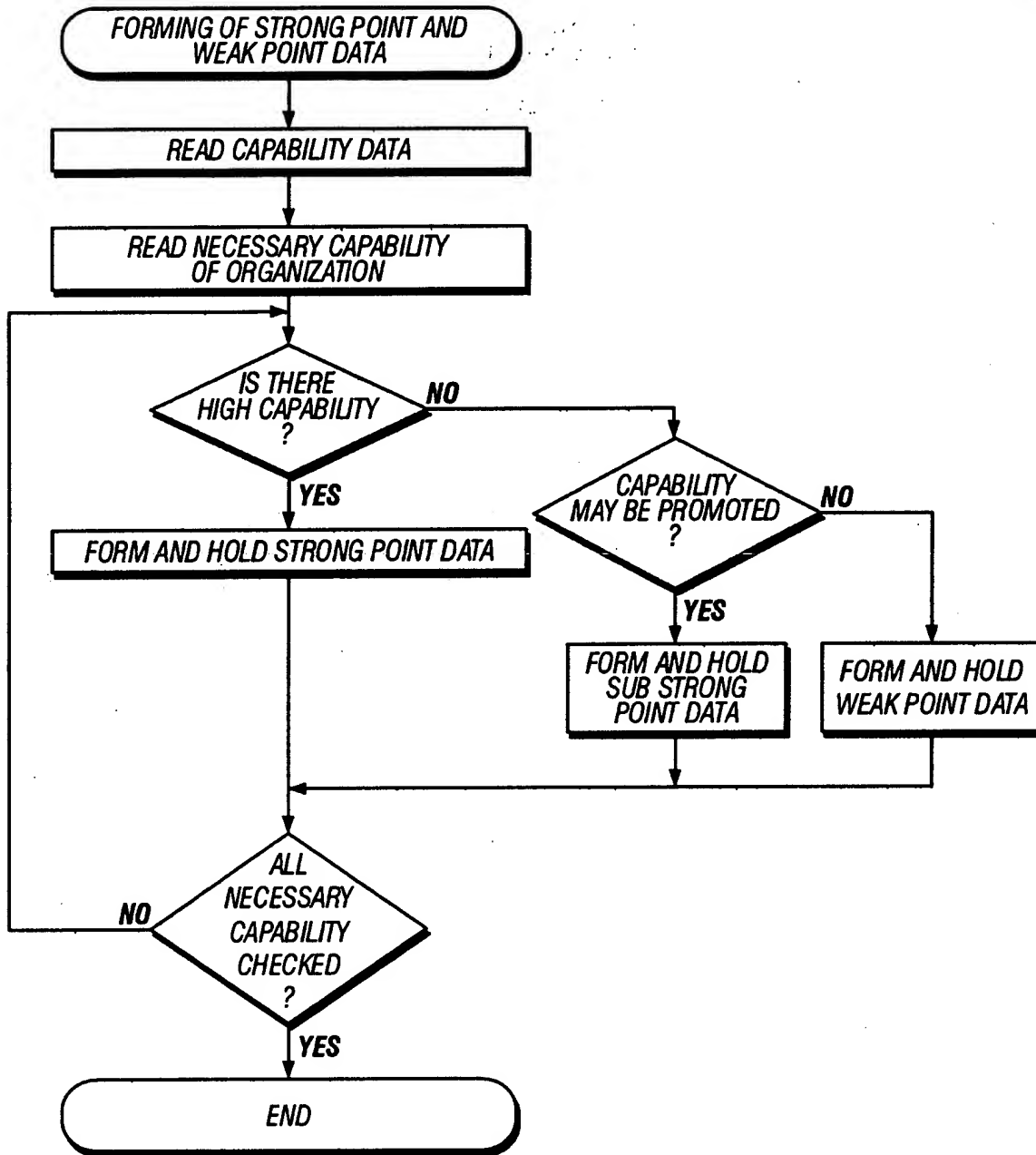
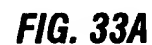


FIG. 32



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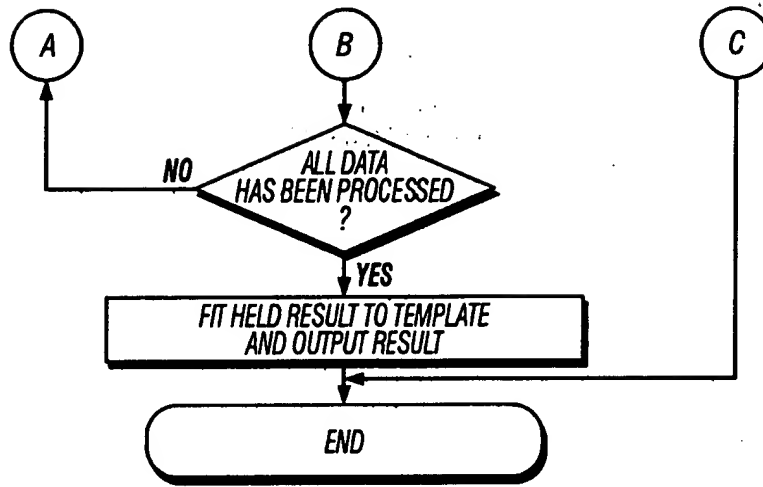
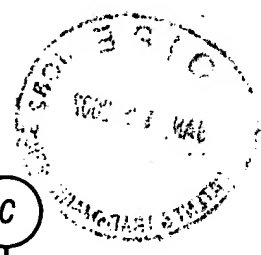
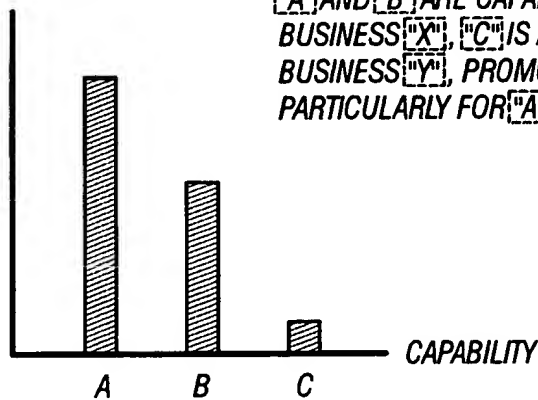


FIG. 33B

CAPABILITY FIELD EXPECTED TO YOU

EXPECTANCY



"A" AND "B" ARE CAPABILITIES NECESSARY FOR BUSINESS "X". "C" IS A CAPABILITY NECESSARY FOR BUSINESS "Y". PROMOTION BY "O" % IS EXPECTED PARTICULARLY FOR "A"

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•
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FIG. 34

FORMING OF PERSONNEL FOSTERING PLAN

**SAMPLE EXCESS OR
DEFICIENCY DEGREE OF
CAPABILITY IN ORGANIZATION
FOR RESPECTIVE KIND OF
NECESSARY CAPABILITY**

**CAPABILITY
DEFICIENT FOR
ORGANIZATION
?**

NO

YES

**SAMPLE PERSONNEL SET WITH
IMPORTANT CAPABILITY DATA
AND EFFORT REQUIRING DATA
ALONG WITH DATA**

**SAMPLE PERSONNEL
SET WITH POTENTIAL
DATA ALONG WITH DATA**

NO

**ALL
NECESSARY CAPABILITY
HAS BEEN PROCESSED
?**

YES

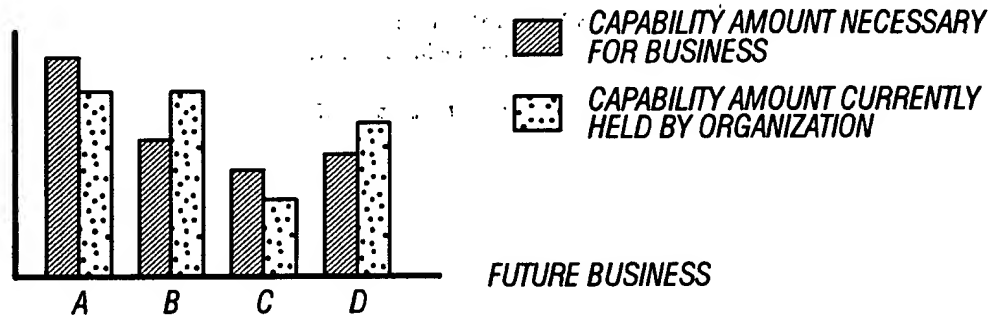
SELECT MODE

**FIT RESPECTIVE SAMPLED DATA
TO TEMPLATE OF SELECTED
MODE AND OUTPUT DATA**

END

FIG. 35

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★ REGARDING BUSINESS DEFICIENT OF CAPABILITY

BUSINESS [A] • • • [00] DEFICIENT OF "00" POINT

BUSINESS [C] • • • [XX] DEFICIENT OF "XX" POINT

★ EXPECTABLE PERSONNEL

BUSINESS [A] • • • MR. [F] EXPECTANCY [OX] %)

MR. [G] EXPECTANCY [ΔΔ] %)

BUSINESS [C] • • • MR. [H] EXPECTANCY [ΔX] %)

★ OTHERS

REGARDING BUSINESS [A], TARGET WILL BE ACHIEVED BY GROWING MR. [F], MR. [G]

REGARDING BUSINESS [C], TARGET IS NOT DESIRED TO TO ACHIEVE BY ONLY GROWING MR. [H]

EXPEDITE EFFORT OF MR. [J], MR. [M] WHO ARE WEAK AT THE BUSINESS

FIG. 36

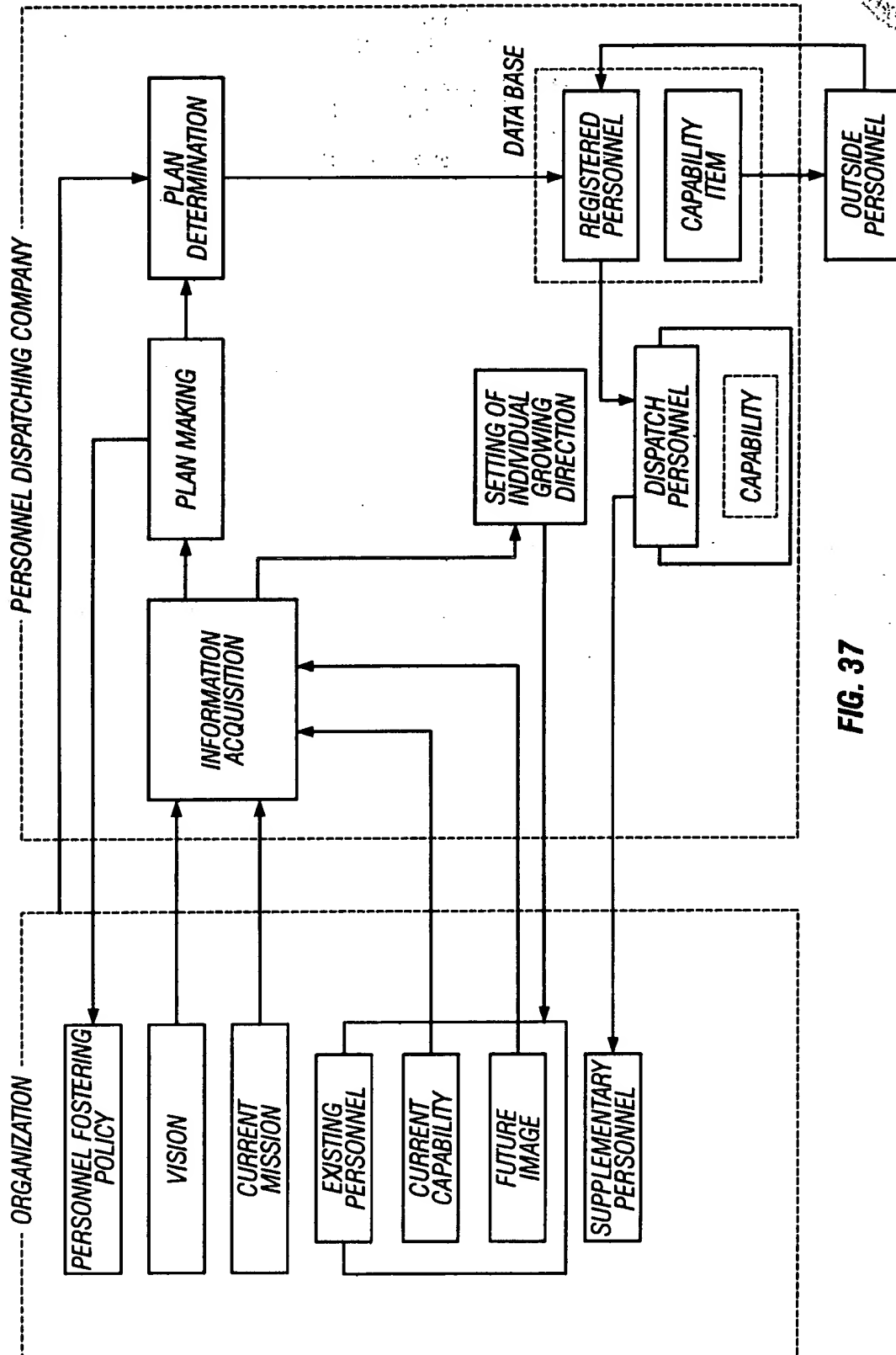
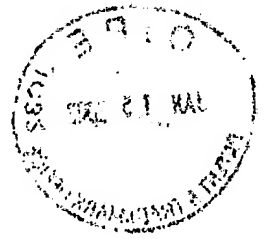


FIG. 37

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YIELD
PRESENTATION

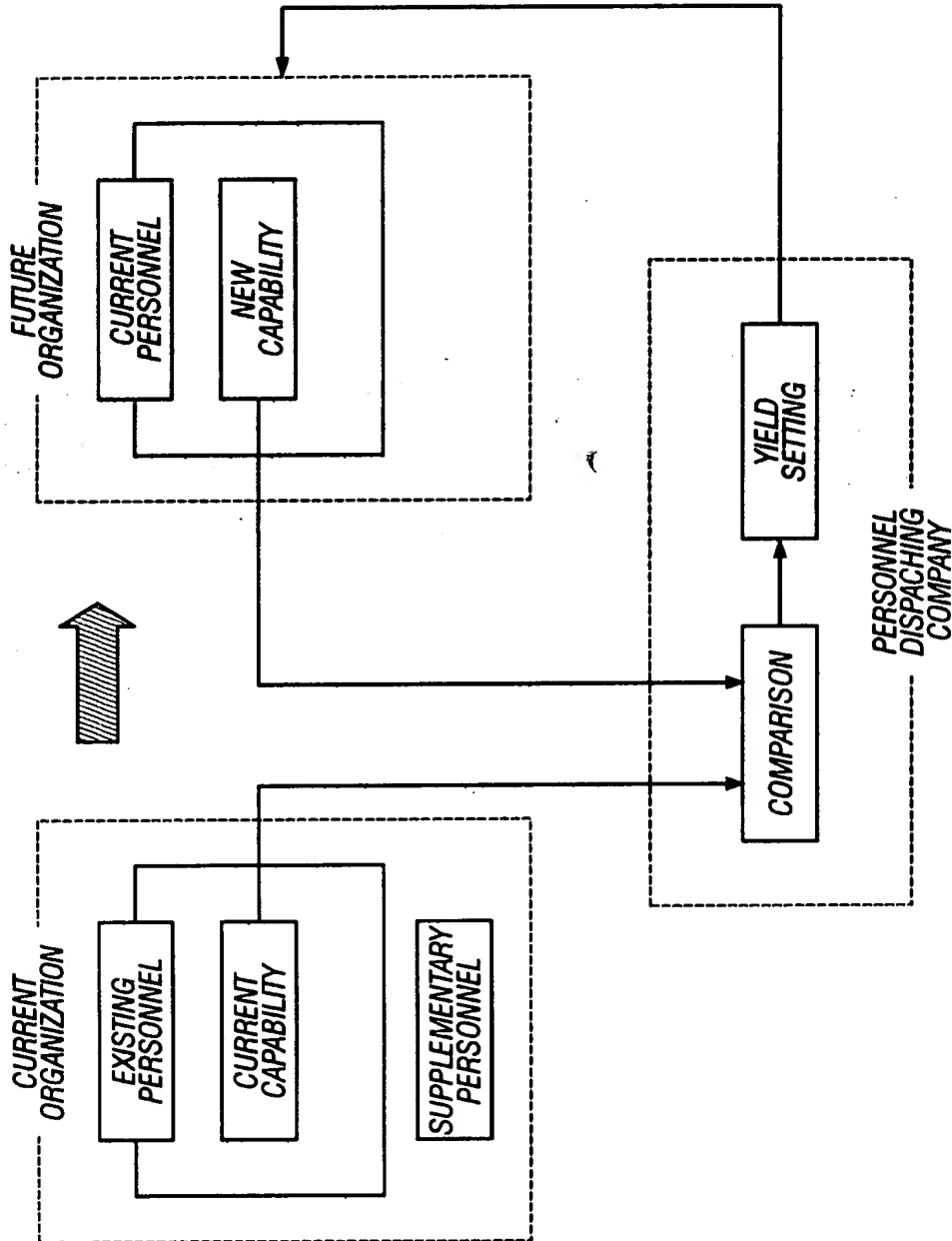


FIG. 38



FIG. 39

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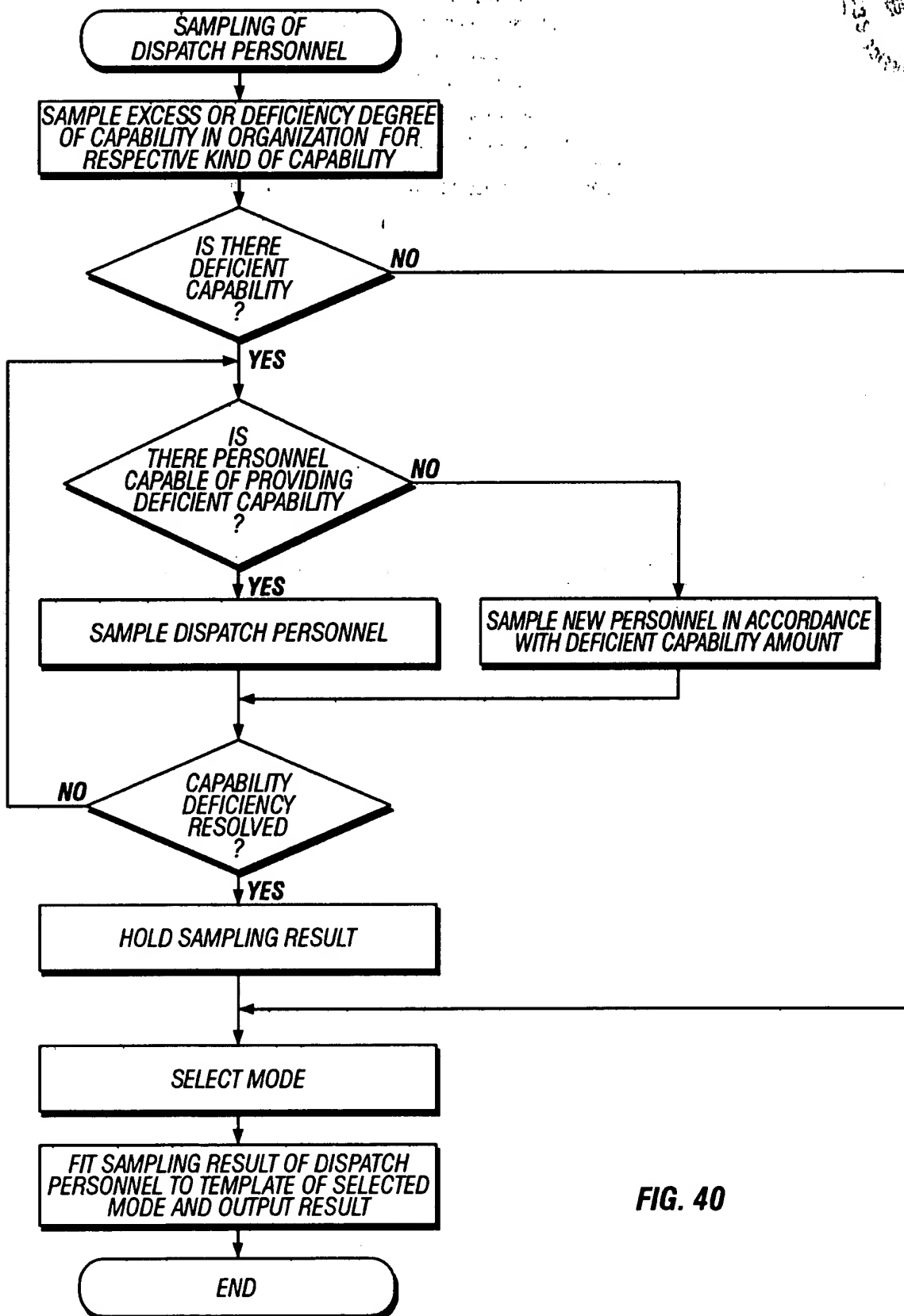


FIG. 40

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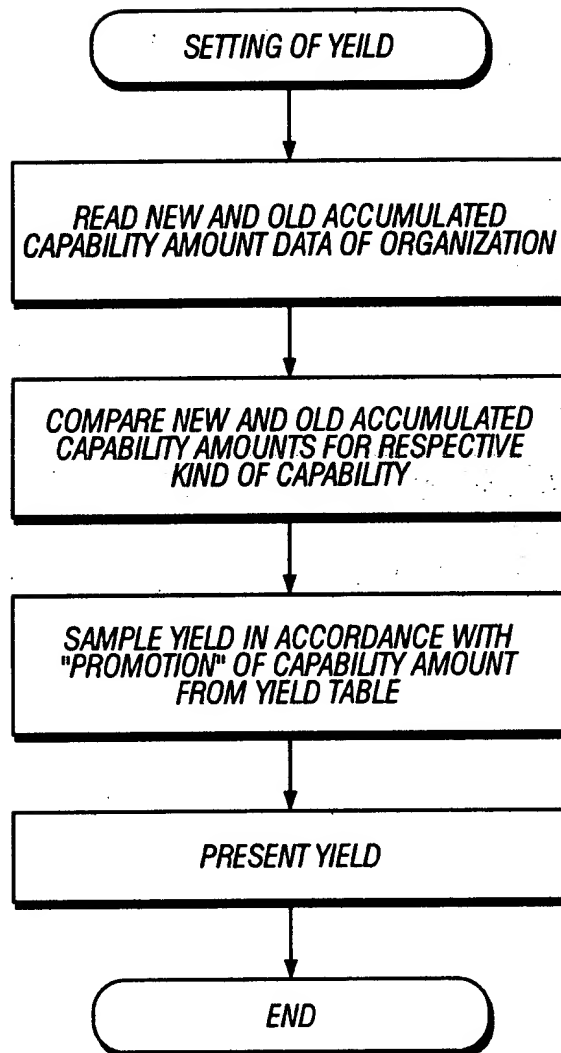


FIG. 41

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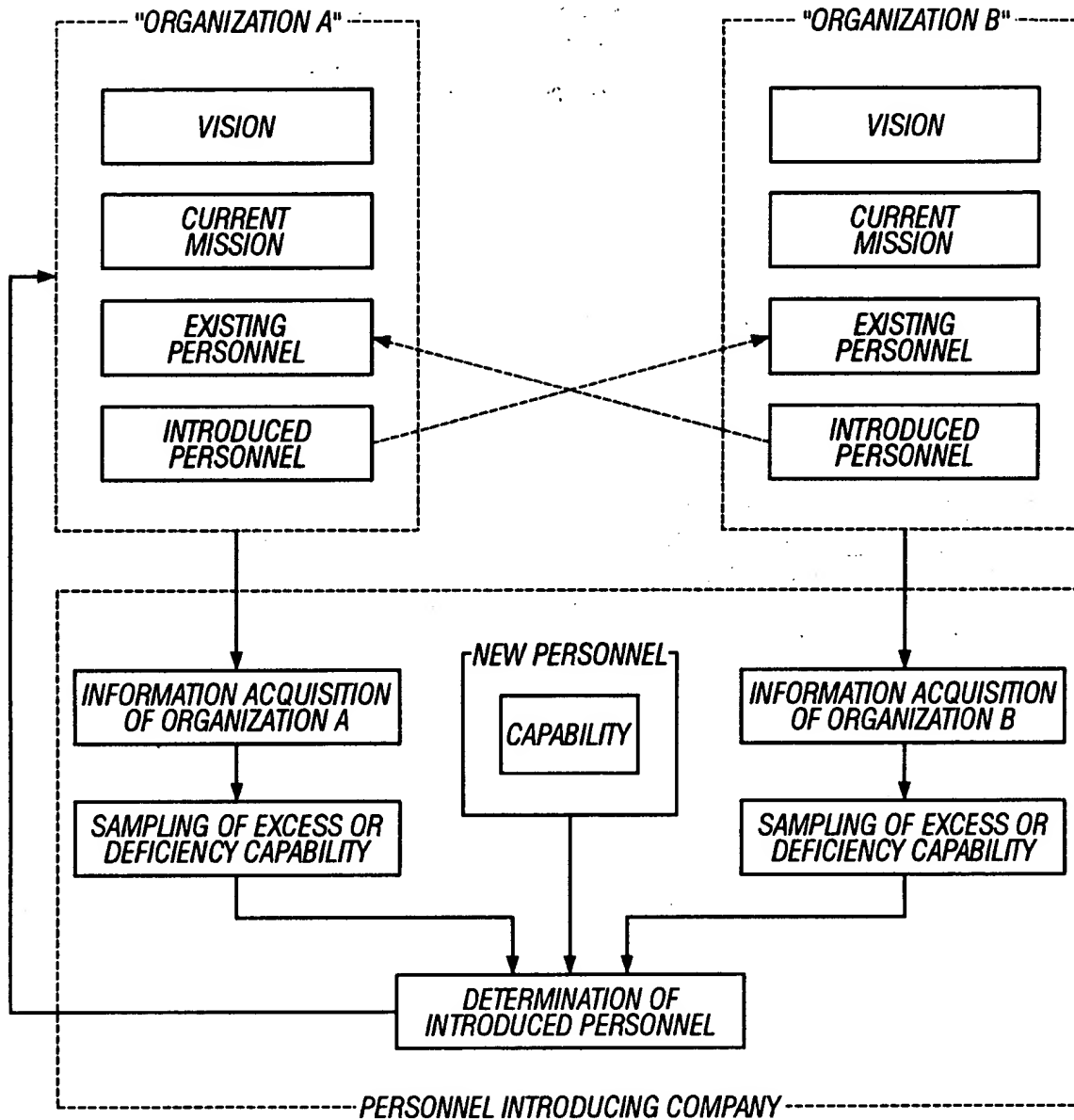


FIG. 42

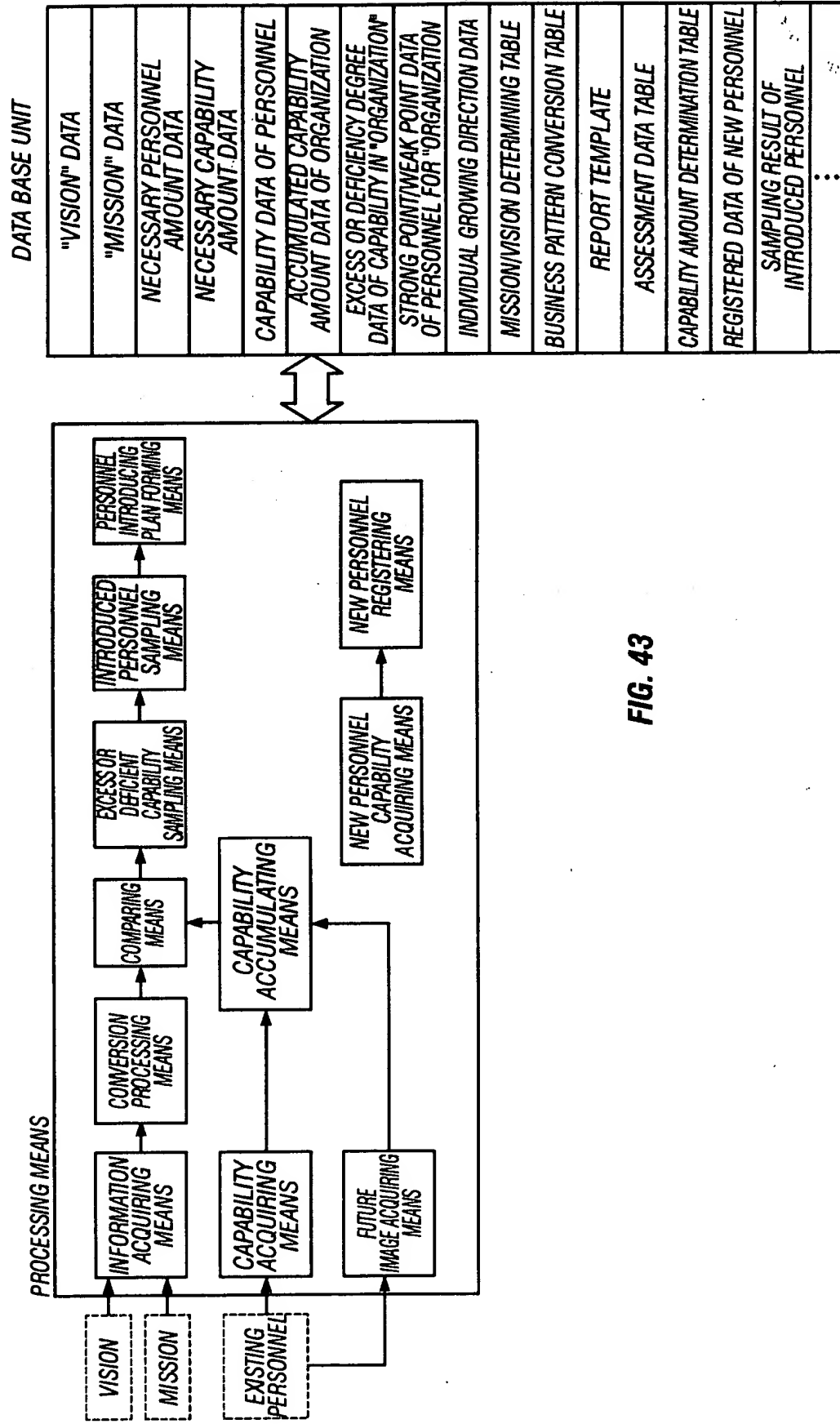
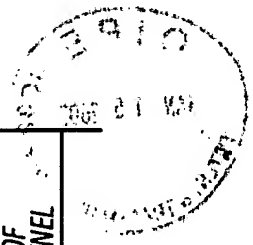


FIG. 43

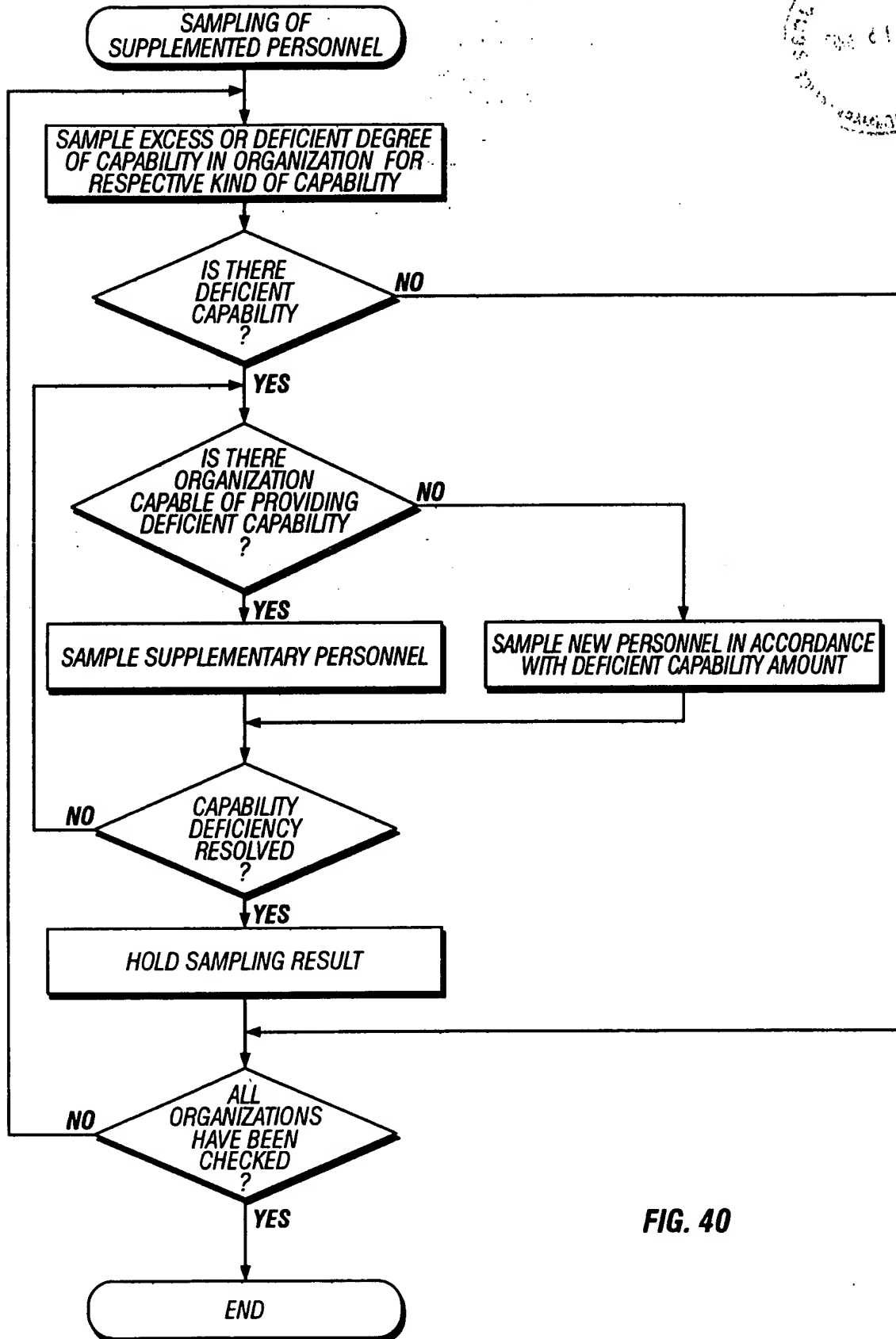
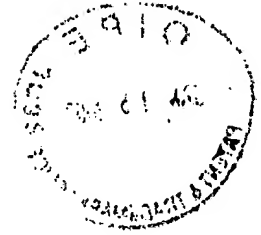


FIG. 40

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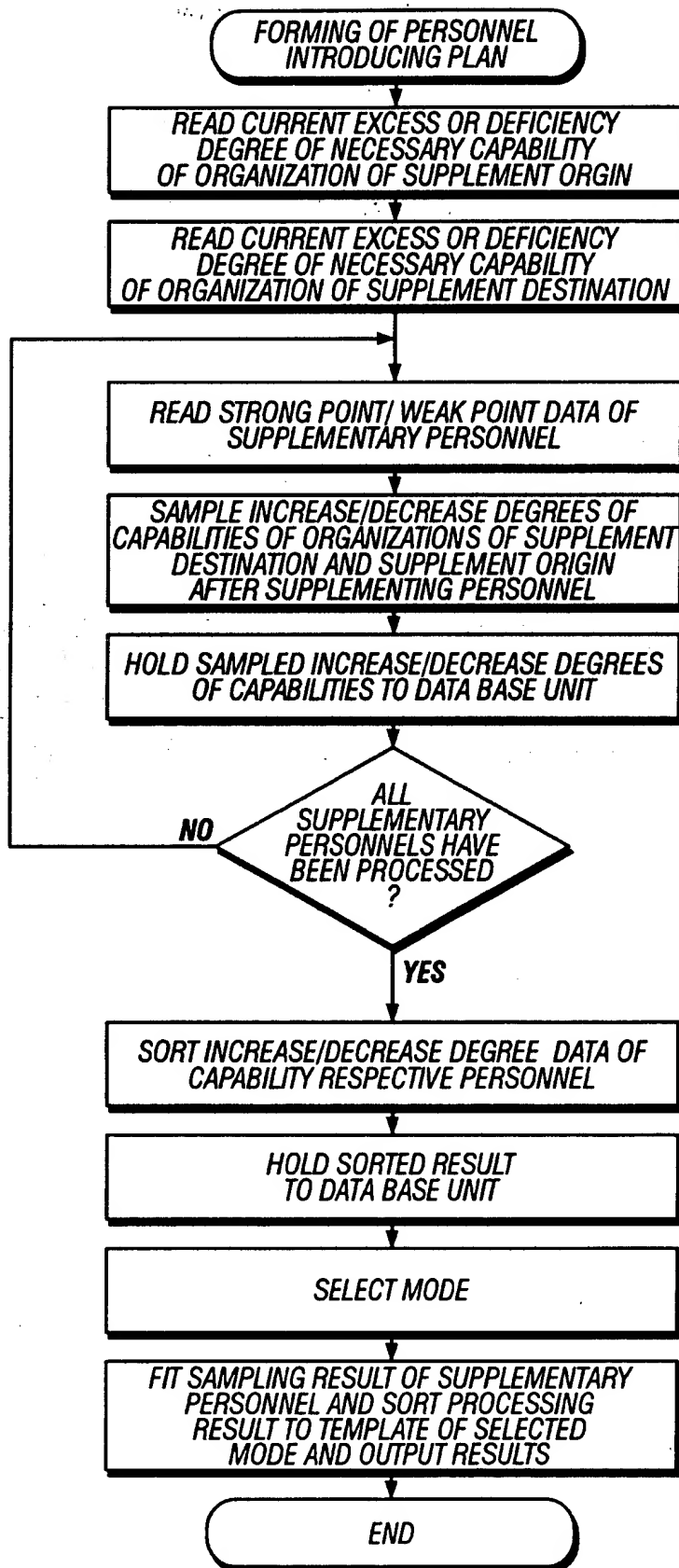


FIG. 45

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graph LR; subgraph ORGANIZATION; CM[CURRENT MISSION]; EP[EXISTING PERSONNEL]; CC[CURRENT CAPABILITY]; BA[BUSINESS ACHIEVEMENT]; end; subgraph CONTROL_DEPARTMENT [CONTROL DEPARTMENT]; IA[INFORMATION ACQUISITION]; AS[ASSESSMENT]; end; CM --> IA; EP --> IA; CC --> IA; BA --> IA; IA --> AS; AS --> Feedback[ ]; Feedback --> Bottom[ ]; Bottom --> EP; Bottom --> CC; Bottom --> BA;
```

FIG. 46



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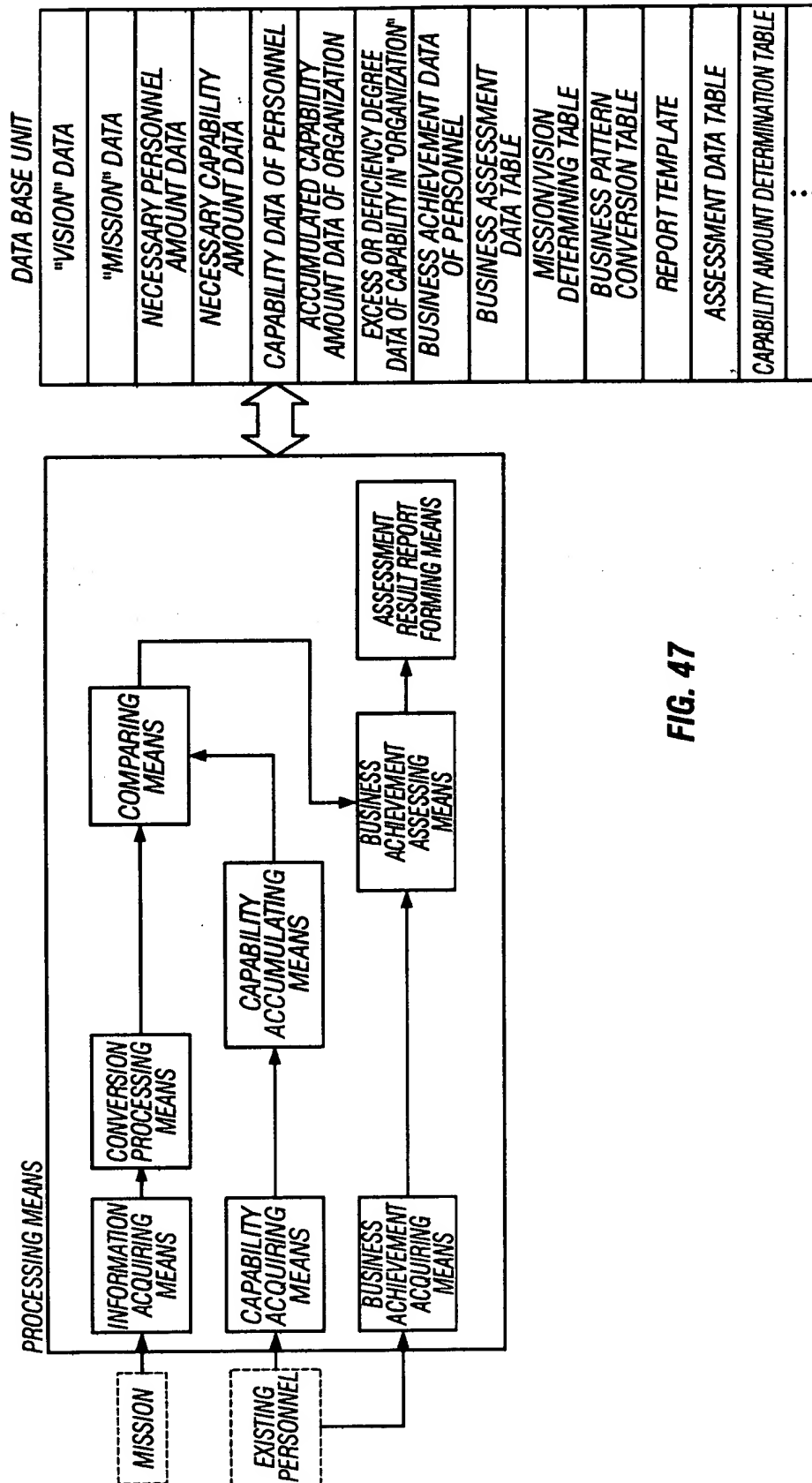


FIG. 47

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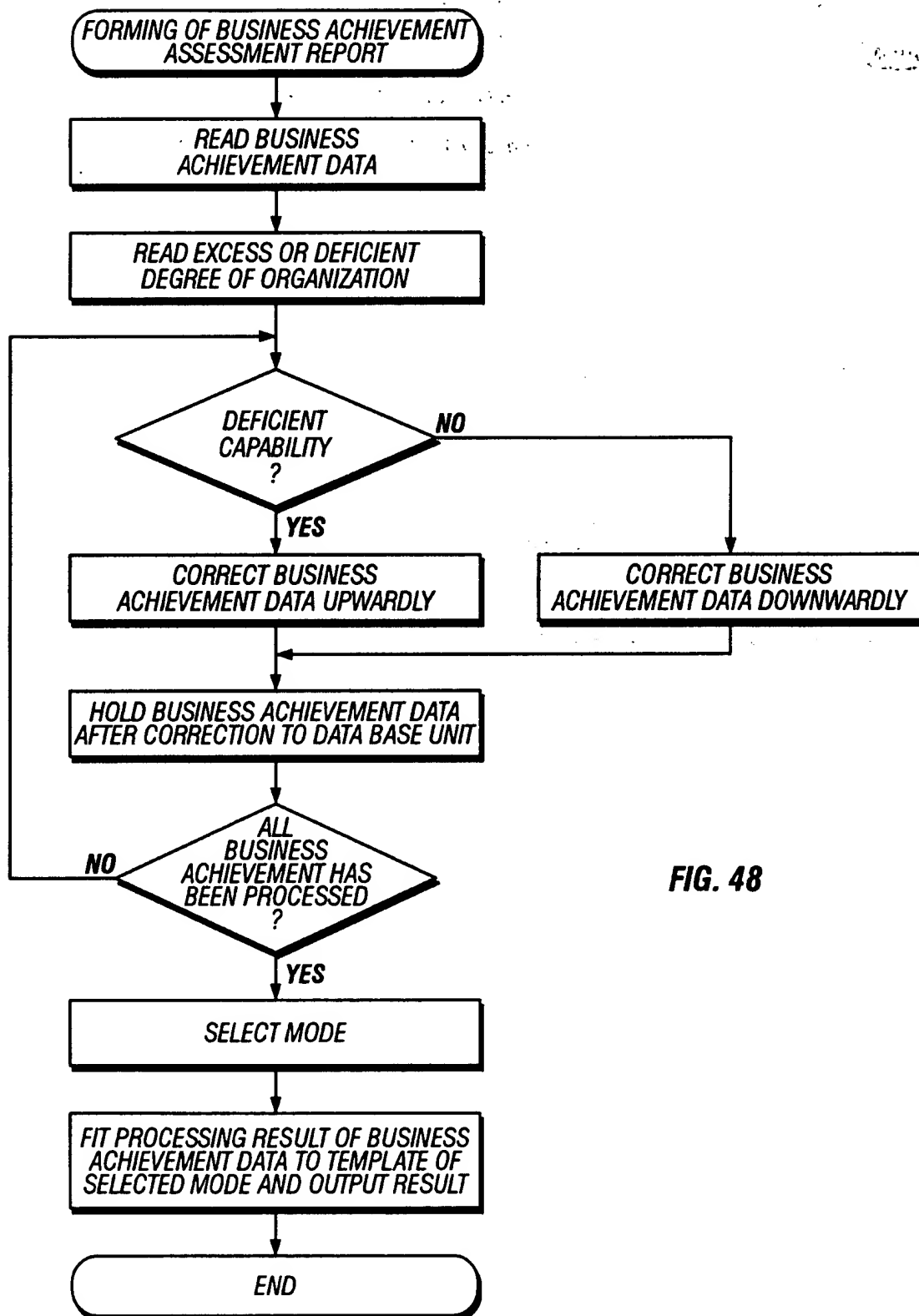


FIG. 48

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PROPOSAL TO MR. "000"

TABLE OF CONTENTS

- 1 STRONG POINTS/WEAK POINTS OF YOUR CAPABILITIES*
- 2 YOUR DESIRED FUTURE IMAGES*
- 3 EXCESS OR DEFICIENCY OF PERSONNEL BY EXISTING PERSONNELS OF "ORGANIZATION"*
- 4 PERSONNEL DESIRED BY "ORGANIZATION"*
- 5 RECOMMENDED CAPABILITY DIRECTION*
 - PROPOSAL WHEN STRONG POINTS ARE UTILIZED AT MAXIMUM*
 - PROPOSAL WHEN MOSTLY EVALUATED BY "ORGANIZATION"*
 - PROPOSAL WHEN MOSTLY PROXIMATE TO FUTURE IMAGES*

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FIG. 49

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PROPOSAL TO "ORGANIZATION"

TABLE OF CONTENTS

- 1 ANALYSIS OF CURRENT BUSINESS**
- 2 ANALYSIS OF FUTURE BUSINESS**
- 3 NECESSARY PERSONNEL AMOUNT (CAPABILITY AND AMOUNT)**
- 4 EXCESS OR DEFICIENCY IN EXISTING PERSONNELS**
- 5 PROPOSAL OF SUPPLEMENTING NECESSARY PERSONNELS**
 - PROPOSAL OF FOSTERING EXISTING PERSONNELS**
 - PROPOSAL OF RECOMMENDED DISPATCHED PERSONNEL**
- 6 SCHEME OF FOSTERING EXISTING PERSONNELS BY DISPATCH PERSONNEL**

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FIG. 50

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PROPOSAL TO "ORGANIZATION"

TABLE OF CONTENTS

- 1 ANALYSIS OF CURRENT BUSINESS**
- 2 ANALYSIS OF FUTURE BUSINESS**
- 3 NECESSARY PERSONNEL AMOUNT (CAPABILITY AND AMOUNT)**
- 4 EXCESS OR DEFICIENCY IN EXISTING PERSONNELS**
- 5 PROPOSAL OF SUPPLEMENTING NECESSARY PERSONNEL**
 - PROPOSAL OF FOSTERING EXISTING PERSONNELS**
 - PROPOSAL OF RECOMMENDED INTRODUCED PERSONNEL**
- 6 CONTRIBUTION TO "ORGANIZATION" BY INTRODUCED PERSONNEL**

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FIG. 51

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PROPOSAL TO MR. "000"

TABLE OF CONTENTS

- 1 STRONG POINTS/WEAK POINTS OF YOUR CAPABILITIES*
- 2 EXCESS OR DEFICIENCY BY EXISTING PERSONNELS OF "ORGANIZATION"*
- 3 BUSINESS/CAPABILITY DESIRED BY ORGANIZATION*
- 4 BUSINESS ACHIEVEMENT ASSESSMENT RESULT*
 - BUSINESS ACHIEVEMENT*
 - EVALUATION TO BUSINESS ACHIEVEMENT*
 - ADDITION OF STRONG POINTS/WEAK POINTS OF "ORGANIZATION"*
- 5 PROPOSAL TO BUSINESS OF NEXT TERM*

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FIG. 52

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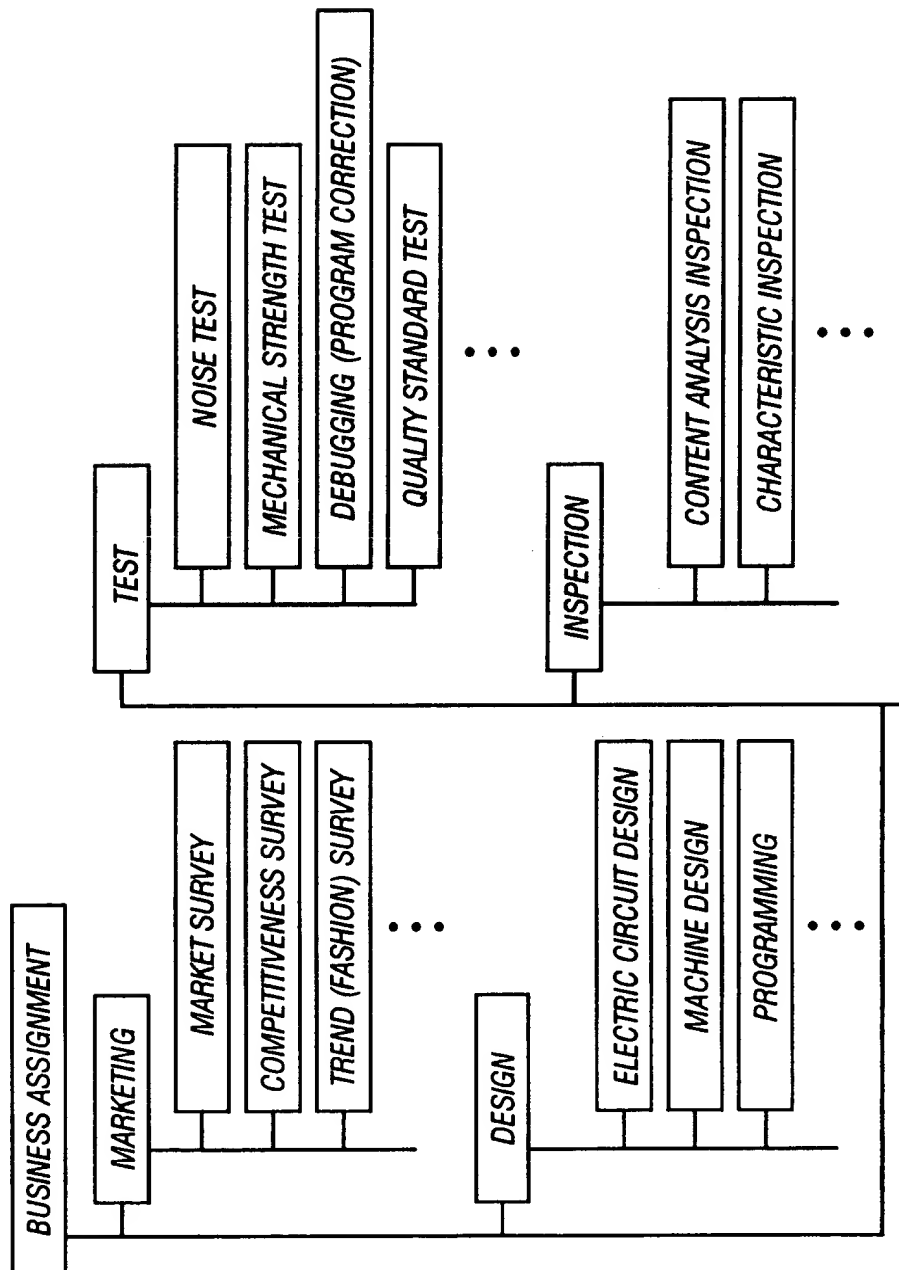


FIG. 53

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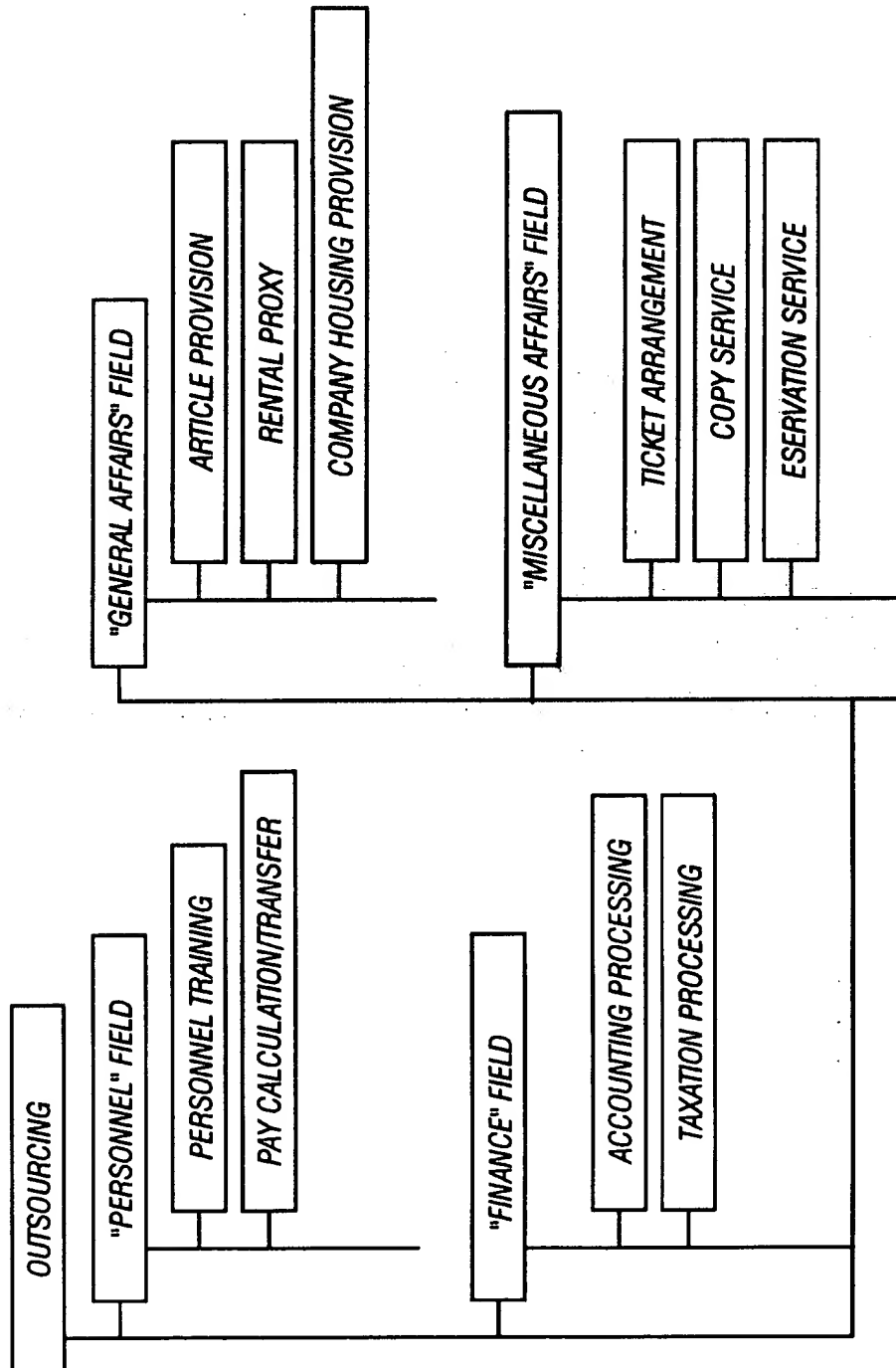


FIG. 54

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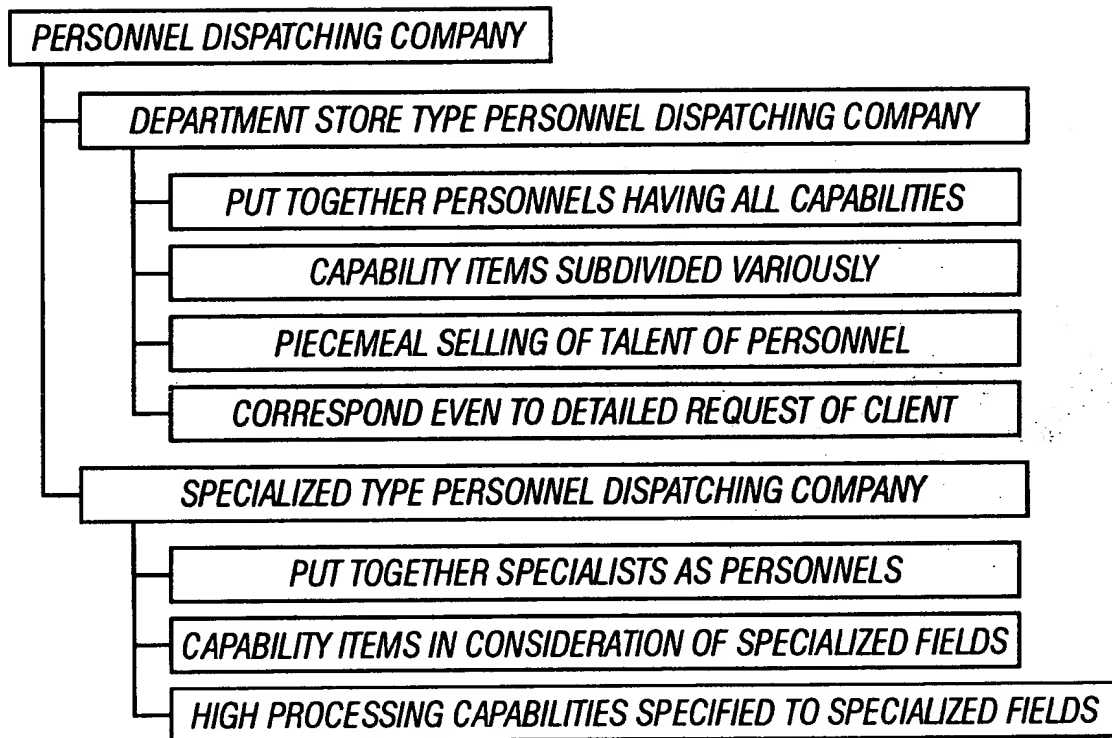
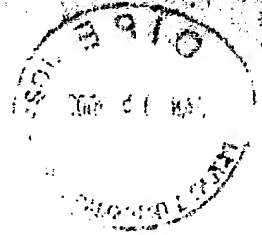


FIG. 55